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International Year For Human Rights 1968

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50 Years Ago

From the Labour Gazette
March 1918

The Canada Registration Board was established in February to take an inventory of the manpower and womanpower of the country. The Canada Food Board also was set up to take over duties of Food Controller.

The Canada Registration Board was established, by an Order in Council dated February 23, 1918, to take an inventory of the manpower and womanpower of the country as part of the Government's policy of organization and mobilization to "enable Canada to make her maximum contribution towards the successful prosecution of the war in men, foodstuffs, munitions and ships."

A report on the setting up of the Board, which appeared in the LABOUR GAZETTE for March 1918, gave the names of its eight members, one of whom was a woman. The Chairman was Hon. G. D. Robertson, Minister without Portfolio; and the Chairman of the Military Service Council and the Director of Agricultural Labour were members ex officio. The other five members were named, but their occupations were not stated. The Board was said to be a subcommittee of the War Committee of the Cabinet.

The duties and powers of the Board were defined as being to provide for a registration of all male and female persons over 16 years of age living in Canada; to make arrangements to have at all times as accurate information as possible about the manpower and womanpower of the nation; to obtain an inventory of such industries as the Board might decide on as necessary to an accurate knowledge of the kinds of labour employed, the hours of employment, wages paid, and so on; and to lay plans for making "the eligible men and women of the nation . . . more readily available for such industries as are most essential for the prosecution of the war."

Another new body, the Canada Food Board, was established in February 1918 to take over the powers and duties formerly exercised by the Food Controller. The duty of the Board was generally to direct the production, conservation and distribution of foodstuffs "in the interests of Canada and the other British Dominions as well as the Allied Nations."

This journal said that industries east of Fort William had been closed down on February 9 to 11 by order of the Fuel Controller, but it said that, apart from this loss of time and some slackness owing to a scarcity of raw materials, employment had continued at a high level in February.

"A further decline in steel production was reported from Sydney, but there was improvement at Sydney Mines . . . The large steel works at Sault Ste. Marie were working at capacity." It was also reported that the output of the steel company in Sydney had been adversely affected by storms. At Westville, N.S., many men in the employ of the Nova Scotia Steel and Coal Company were laid off during part of the month because of a scarcity of fuel.

In St. Catharines also, some metal working shops were closed down for three days owing to fuel shortage. "Chatham, Ont., reported all foundries and machine shops so hampered by lack of fuel that one company closed down and laid off 80 hands . . . ."

U.S. Mining Disturbances

"The Mediation Commission appointed by President Wilson to promote peaceful industrial relations has submitted reports in regard to the labour disturbances whi occurred in the copper mining industry the Warren District of Arizona duri June and July 1917, and the famo Mooney case in San Francisco," this jou nal said. "The disturbance in Arizona c minated in the deportation of 1,186 men Columbus, N.M., by a sheriff and deputies.

"The Commission found that the portation was wholly illegal and that t constitutional rights of citizens and othe had been ignored by processes not pr vided by law, and recommendations a made that the evidence should be broug before the proper authorities. In t Mooney case, the Commission reco mends that Tom Mooney be given a n trial, and the hope is expressed that su action will be taken by the Supreme Cou of California, before whom an appeal now pending. In case the Supreme Cou fails to take such action, the Commissi recommends that the President use good offices to invoke action by the G ernor to the end that Mooney may hav new trial.

"The report states that the jury acted good faith in Mooney's trial, but that, cause of subsequent developments, there doubt as to the justice of his conviction

Deaths in U.S. Coal Mines

The United States Bureau of Mines r ported that 2,695 men had been killed coal mining in the United States duri the year 1917. This was stated to be an i crease of 470 compared with the previo year, and to be the largest number of fat ities recorded in the industry during t previous seven years. "It is said the d moralization caused by wartime cond tions is largely responsible," this journ said.

Prices had been rising rapidly duri 1917, and in February 1918 the avera cost of a weekly family budget of sta foods in nearly 60 cities was $12.54, co pared with $10.46 in February 1917 a $7.75 in February 1914.

In wholesale prices, the index numb reached 263.5 in February compared wi 217.3 in February 1917 and 136.6 February 1914.

"Of persons other than citizens of t United States, 2,434 left the United Stat in December 1917 to take up permane residence in British North America, compared with 2,443 in November; 2,0 persons (other than citizens of the Unite States) departed from British Nor America in December to take up perm nent residence in the United States, co pared with 2,226 in November, indicati an inward balance for British Nor America of 340 in December," this journ reported.

w-wage workers are lling behind financially

Workers in low-wage industries and -wage provinces have fallen further l further behind their more fortunate leagues during the 1950s and 1960s, a v Labour Department study shows. ographically, the increasing gaps in ome are most apparent in comparing omes in Ontario and British Columbia h those in the Atlantic provinces, and a lesser degree with those in Quebec and Prairie provinces.

This information, and related data, has n compiled in a publication, "The haviour of Canadian Wages and aries in the Postwar Period," prepared the Economics and Research Branch the Department of Labour. The study ers the period 1949-65, and occasional- extends its findings into 1966 when data available.

ndustries in which growth in wages and aries has been lagging behind that in er industries are food and beverages, her, textiles, clothing and wood ducts. The high-wage industries have n iron and steel, transportation equip- nt, petroleum and chemicals.

By almost any criterion, employees in tish Columbia are the best off. Average kly wages and salaries there in 1965 all industries were $101.26, compared h a national average of $91.23. The rage in the Atlantic region was $75.56, Quebec $88.77, in Ontario $94.58 and the Prairies $86.80.

ormation retrieval stalled at McGill

The Industrial Relations Centre of Gill University has announced the blishment of an information retrieval em, which is available to staff and sonnel of organizations concerned with our-management negotiation problems. The system is designed to obtain readily, in 24 hours, information contained in or collective bargaining contract clauses Canadian labour-management agreements. Such information can be useful in ariety of situations, including prepara- for negotiations.

At the present time, information for nufacturing industries constitutes the e of the system. Data on the 100 est corporations in Canada are avail- at this time. The service will eventually be expanded to include white-ar workers.

G. F. McCurdy

FEP Branch makes new appointment

George F. McCurdy, a native of Amherstburg, Ont., was recently appointed to the Fair Employment Practices Branch of the Department of Labour.

Mr. McCurdy, who is 48, will be mainly responsible for case investigation work in connection with complaints made under the Canada Fair Employment Practices Act, which forbids discrimination in employment or union membership in industries under federal jurisdiction on grounds of race, colour, religion or national origin. He will also be concerned in the development of an expanded program of public education and promotion that will be specially emphasized in this International Human Rights Year.

For the past nine years, Mr. McCurdy has been secretary-treasurer of the 30,000-member Ontario Provincial Council of the United Brotherhood of Carpenters and Joiners. He has also been a member of the National Education Advisory Committee of the Canadian Labour Congress, and he was one of 20 special mediators appointed by the president of the CLC to deal with disputes within the jurisdiction of the Congress.

The new official of the Department served in the Canadian army in World War II from 1940 to 1945. After the war, he took up the trade of a carpenter, and soon became interested in union work in Local 494 of the carpenters' union in Windsor.

I R Seminars to be held at Queen's University

Two seminars in industrial relations will be conducted at Queen's University, Kingston, in May this year, Dr. W. Donald Wood, Director of the university's Industrial Relations Centre, has announced.

The purpose of the "Industrial Relations 1968" seminar, May 6-10, is to sharpen perspectives for line and staff management in private industry and public employment through identification of current labour and industrial relations developments. In addition, the seminar will undertake an analysis of these developments, and re-examine policy and practice in this field.

The annual white-collar personnel seminar will be held May 26 to 31 and will promote more effective ways of managing, utilizing and motivating the rapidly growing number of white-collar employees in private industry, the service fields, and government employment. Participants in the seminar will include managers, supervisors and personnel staff in white-collar areas in both private industry and public employment.

The all-inclusive fee for each of these seminars is $350.00, which covers course registration, meals, lodging, banquet, receptions, books and supplies. Additional information, together with advance registration applications, may be obtained directly from the Centre.

Canadian union history is subject of new book

A new book, *The Trade Union Movement of Canada, 1827-1959*, by Charles Lipton, is a record of organized labour's progress through 130 years of Canadian history. Many outstanding events are described in the book, including strikes, negotiations, organizing campaigns, and legislative and political struggles.

Among the highlights is a study of how Canada's unions became associated with unions in the United States — the origin, status and significance of international unions in Canada. Mr. Lipton deals also with labour's continuing work in such fields as organization of the unorganized, the fight for better conditions, legislative and political action, peace, and Canadian independence.

The Canada Department of Labour Library, McGill University and the Purvis Institute in Montreal assisted the author in researching material for his book. The publisher is Canadian Social Publications Limited, Montreal.

New system will increase shipping competition

Transportation of goods by container may turn out to be even more revolutionary in its effects on intercontinental maritime traffic than the invention of the steamship, according to a recent article in the German newspaper *Stuttgarter Zeitung*. There is no doubt, the article says, that only navigation companies that adopt the container system have any chance of survival; and only ports that adapt themselves to this system will keep their position in international commerce.

European ports are finding that they must adjust themselves to the requirements of "containerization," and navigation companies are forming unions or pools to take advantage of it. The development of a large port, suitable for adaptation to the container system, is being considered for Bremerhaven, at the mouth of the Weser River. The port would serve Hamburg as well as Bremerhaven. The costs of development, amounting to several billion marks, would be borne by shipowners and the harbour authorities.

Container transportation by sea, it is predicted, will take over the transport of bulk shipments and will reduce retail handling of such shipments to the distribution of metal cases. Harbours will become mere distributing points from which goods will in turn be transferred to regional distribution centres. In Germany, the establishment of terminal centres in Frankfurt, Mannheim and Ludwigsburg is being considered. These three centres would be connected with Brême/Bremerhaven by a "container-carrier express," operating daily, beginning this year.

A programmed system will replace the traditional methods of loading and unloading, and will govern the distribution of the cases within the country, after they have been taken from the container-carrier ships.

Volume Necessary

In the United States, the loading and unloading of such ships is now controlled by computers, because it is only by the application of carefully worked out logistics that the container system can be successfully used. The system is profitable only when the volume of goods to be handled is sufficiently large. Actually, about 90 per cent of the retail goods carried by sea lend themselves to handling by the container method.

River transport will also be affected. In the United States, special vessels called "seabeans" have been built to push strings of barges on inland waterways. The position of interior distribution centres will by such means be strengthened at the expense of seaports in general.

Transportation by container will be possible only between highly industrialized countries, and the article predicts that, by 1975, about 70 per cent of seaborne commerce between such countries will be carried in this way. Competition, already stiff, will become a fierce battle for commercial survival. This revolution will put an end to conferences of shipowners and cartels, and new forms of co-operation will take their place.

CN plan pays employees to retire early

A voluntary early retirement incentive program for employees of the Government-owned Canadian National Railways has been announced by W. T. Wilson, Vice-President for Personnel and Labour Relations.

Under the program, employees aged 60 to 65 who volunteer to retire early will receive a special bonus. The company is offering to pay these employees the amount of pension that they would normally forfeit by early retirement. In addition, it is offering a "dislocation" bonus of $500 to $2,000. The plan, which is being instituted on a trial basis, should increase early retirement from the present rate of 300 persons a year to about 800 persons, Mr. Wilson said.

The purpose of the plan is to reduce the CN work force without laying off younger employees. At the same time, the company can determine employee reaction to early retirement. The first short-term application of the plan will be a "test period" during which the company will determine the reaction of employees, costs, and whether the plan should be extended.

In addition, arrangements have been made to have the retirement volunteers' CN pensions co-ordinated with the Canada Pension Plan, giving the 60-year-old about another $47 a month.

Eight unions unite to co-ordinate bargaining

To co-ordinate their bargaining activities in Canada, eight major unions in the broadcasting and communications industry have formed the Conference of Broadcasting and Communications Unions. Paul Siren, General Secretary of the Association of Canadian Television and Radio Artists, has been elected President.

Some of the unions have individual contracts with the CBC and private radio and television stations; others represent workers who manufacture equipment used in the communications field.

Parliament

Three acts of concern to labour th received the Royal Assent on Decemb 21 (*Hansard* p. 5732) were: an act amend the Government Employees Co pensation Act (C-184), an act to establi a department of corporate and consum affairs (C-161), and an act to establish Canada Manpower and Immigrati Council (C-150) (L. G., Feb., p. 73).

Nova Scotia group offers new service to industry

The increasing threat of provinc Government intervention in labour-man gement relations in Nova Scotia h prompted union and management leadd to initiate a service to industry throu their Joint Labour-Management Stu Conference.

The conference, held in Halifax November 1967, was the sixth since t joint study was conceived in 1962 (L. 1963, p. 110). It plans to establish: reception committee to advise and gui new industries that are locating in t province; consultant teams to help labo management relations in industries a ready established; and a voluntary syste of arbitration.

The advisory groups are expected be operating early in 1968. Adoption the system will be on a voluntary bas and it is expected that the program w take more than a year to get started. will augment existing government m chinery used to help solve problems labour unrest.

Educational program will upgrade GM workers

About 150 blue-collar workers Oshawa have been enrolled in an educ tional scheme that was established as result of union pressure on federa provincial and municipal governmen This plan, which was put into effect October 30, 1967 as part of Oshawa adult retraining program, covers th three subjects, mathematics, science an English at Grade 12 standard.

Designed exclusively for members Local 222, United Automobile Worker the 40-week program is intended to ma it possible for those taking part to ent Durham College, an institution of appli arts and technology.

The union's idea is to raise the educ tional qualifications of GM employe so that they will have a better chan of getting new jobs in case a recessio affects the company.

Photo by studio van dulang

Jacques DesRoches

lew chief commissioner ppointed to UIC

Jacques Marcel DesRoches was appointed Chief Commissioner of the Unemployment Insurance Commission for a 7-year term in December. He is the sixth hief Commissioner since the UIC was rmed (L. G. 1940, p. 996), and he succeeds Laval Fortier, who was recently appointed a Commissioner on the new Canaan Transport Commission.

Mr. DesRoches, who is a management xpert, and has been in the federal public rvice since 1950, is the author of a numer of papers and articles on organization nd management.

In addition to the chief commissioner, e Commission is composed of two ommissioners, one representing labour nd one representing employers. The ommission reports to Parliament rough the Minister of Labour.

The Unemployment Insurance Fund, hich collects contributions in equal nounts from employers and employees nd one-fifth of its revenues from the deral Government, has pumped more an $5.5 billion into the country's onomy since it was established in 1940. ore than two million claims were ocessed by the Commission in 1967, nd more than $300 million in total nefits were paid out.

Woman appointed crown prosecutor in Quebec

The first woman to become a crown osecutor, and the youngest of the 25 osecutors who present evidence on half of the crown before judges and ries in the 20 Montreal District criminal urts, has been appointed by the Quebec inister of Justice. She is Lise Pominlle, 25, a law graduate of the University Montreal.

OECD Council reviews world's economic situation

The Council of the Organization for Economic Co-operation and Development met in Paris in November and reviewed the economic situation of its member-countries, their economic relations with the rest of the world, and the work of the OECD itself.

Ministers of economic affairs from the member-countries attended, and noted that the slowdown of economic growth that began in 1966 now seems to have come to an end. The ministers predicted that, for the next year, the average growth rate of Gross National Product in the member countries may again reach about 4.5 per cent.

The ministers called attention to the positive outcome of the Kennedy Round negotiations, in particular for industrial products, and they stressed the importance of full implementation of the decisions taken there. Any failure in this regard, they said, would endanger future liberalization of trade, which is one of the conditions for economic growth of both developed and developing countries.

The ministers recognized the importance, for developing countries, of their exports of primary products, which continued to provide the bulk of their earnings. They noted the work being done in this field by various bodies, including the study to be undertaken by the International Monetary Fund and the International Bank of Reconstruction and Development.

The flow of public development aid increased slightly in 1966, but private capital exports to developing countries decreased. An increase in the total flow of resources to these countries seemed to be taking place in 1967. Some countries are now expanding their aid programs; others have fixed medium-term objectives for their future increases. These efforts notwithstanding, say the ministers, the prospects for the years ahead seem less favourable.

Canadian Delegation

Head of delegation: Hon. R. H. Winters, Minister, Department of Trade and Commerce, Ottawa. Other officials accompanying him were: J. H. Warren, Deputy Minister, Department of Trade and Commerce, Ottawa; D. S. MacDonald, Parliamentary Secretary to the Secretary for External Affairs, Ottawa; J. C. Langley, Assistant Under Secretary, Department of External Affairs, Ottawa; R. Y. Grey, Assistant Deputy Minister, Department of Finance, Ottawa; W. G. Pybus, Director, Section 1, Office of Trade Relations, Department of Trade and Commerce, Ottawa; L. E. Houzer, Permanent Mission in Geneva, Department of External Affairs, Geneva; J. A. Malone, Department of External Affairs, Ottawa; and C. J. Small, Permanent Representative to the OECD, Paris. The members of the permanent delegation to the OECD in Paris in attendance were: P. Charpentier, Councillor; J. R. Sharpe, Councillor; L. A. H. Smith, Councillor; and P. J. Beaulieu, First Secretary, Scientific Division.

Certified tradesmen exceed 134,000 in Ontario

The number of certified tradesmen in Ontario has exceeded 134,000, it was announced in January. The Minister of Labour, Hon. Dalton Bales, reported that nearly all of the tradesmen are engaged in trades that require compulsory certification.

The trade with the largest number of people is that of motor vehicle repairer, which has 53,183 tradesmen. The other trades that require compulsory certification, and the number of tradesmen registered in them, are: baker 13,055; hairdresser 34,136; electrician 18,665; sheet metal worker 3,418; plumber 4,831; steam fitter 2,993; refrigeration and air conditioning worker 1,372; and watch repairer 1,575.

Some trades require only voluntary certification; the numbers of tradesmen in these are: chef 384; radio and television repairer 441; and dry cleaner 31.

Creative unionism would aid collective bargaining

"Creative unionism," a term invented by Irving Stern, director of organization for the Amalgamated Meat Cutters' Union of Greater New York, could solve the inevitable conflicts inherent in collective bargaining.

Creative unionism is a form of preventive medicine, and would necessitate union's and industry's developing people for the specialized role of negotiator. The new breed of negotiator would have the ability to communicate with people, and have a comprehensive understanding of the collective bargaining system.

Mr. Stern suggested that months before a proposal is submitted to industry, the union staff and executive discuss and review goals with the membership. These preliminary discussions would pare down extreme proposals and set the bargaining sights at a realistic level. The new creative unionism, Mr. Stern said, would break the win-lose-power grip, making it unnecessary and even old-fashioned.

Commission reports on hours in trucking industry

A one-man Commission of Inquiry headed by C. A. L. Murchison, Q.C., has recommended to the Minister of Labour a series of major adjustments that would bring the trucking industry more closely into line with the hours-of-work requirements of the Canada Labour (Standards) Code by July 1, 1968.

The Commission recommended that office workers be brought fully within the Code, providing for a maximum workweek of 48 hours, and that hours worked over eight a day and 40 a week be paid at not less than one and one half times regular pay.

It was recommended that, between July 1, 1968 and July 1, 1969, maintenance workers have a maximum workweek of 56 hours, this to be reduced to a maximum of 52 hours after July 1, 1969.

City drivers, despatchers and warehousemen in this industry are to have a 56-hour week until July 1, 1969, when their maximum hours of work are to be reduced to 53. All of the various categories are to receive not less than time and one half their regular pay for overtime compensation.

Effective July 1, 1968, highway drivers are to work a maximum of 10 hours a day and 60 hours a week, with safeguards as to rest periods. The Commission recommended also that, prior to July, 1971, a further inquiry be conducted to bring about a further reduction in hours of work.

Mr. Nicholson said that the Commission's findings will be carefully examined, and recommendations made to the Governor in-Council.

New directory lists women's organizations

An important area of contact for the federal Women's Bureau in its studies of the problems of employed women or those entering or re-entering Canada's labour force is the national women's organizations. These organizations, many with international affiliation, represent thousands of Canadian women and are concerned with the status of women. In 1966, more than 30 of them formed a "Committee For The Equality Of Women In Canada" and presented a submission to the Government requesting the appointment of a Royal Commission on the Status of Women in Canada.

The aims, programs and current projects of these organizations are included in the 1967-68 issue of *A Directory of National Women's Organizations in Canada*. The Directory contains, in addition, the Order in Council setting up the Royal Commission on the Status of Women, the terms of reference, and the method of presenting briefs to this Commission.

The Directory is available, free of charge, by writing to the Women's Bureau, Canada Department of Labour, Ottawa, Ontario.

Symposium makes safety recommendations

A report on the international symposium on the safety of portable and mobile electric tools and appliances, held on October 23 to October 27 in Turin, Italy, has just been released by the Canadian Standards Association.

The symposium, organized jointly by the International Labour Office and the International Electro-technical Commission, provided an opportunity for delegates to compare different systems of protection for portable and mobile tools, and to discuss ways of increasing their safety in use. It also stimulated standardization activity both at the national and international levels in this field.

About 100 delegates from 26 countries, representing both the developing and the industrially established nations, attended the symposium.

The Canadian delegate, M. J. McKerrow, CSA Testing Laboratories, Rexdale, was sponsored jointly by the Canada Department of Labour, and CSA.

The symposium recommended:

- an international standard for earthing electrodes and grounding systems, including increased use of the differential circuit breaker as a ground continuity protection device;
- double insulated or completely insulated tools for maximum safety;
- an effective preventive maintenance schedule to ensure safe practices and no deterioration of the tool or system to the detriment of safety;
- extra low voltage equipment, including battery-operated portable tools, for extremely hazardous conditions.

ILO announces vacancies for administrators

The International Labour Office has announced two job vacancies for administrators. One expert in industrial relations, who is an experienced conciliator and mediator, and who is familiar with the general principles of industrial relations, is required in Lima, Peru to participate in the ILO's Technical Cooperation Program.

The duties are to advise and assist the Government of Peru in setting up and organizing a National Conciliation an Mediation Service and to help draft Labour Code. Other duties are to prepa the budget of the service and to put in operation the machinery. Fluency Spanish is required. The salary range U.S. $10,730 to U.S. $13,909.

The second position requires a Chi of the Management Service Branch of t ILO in Geneva. The duties of the i cumbent are to prepare short-term an long-term program proposals concernin the future operations of the branch; allocate to the professional officials the branch particular management ser ices assignments within its approv program of work; to supervise the condu of assignments and to assist the manag ment services officials in technical matte and to train the branch staff. The sala range is U.S. $14,800 to U.S. $17,73 There are, in addition, a family allowanc post adjustment and other benefits.

Information concerning other deta and benefits and an application form f the two jobs may be obtained fro Canada Branch, International Labo Office, 178 Queen Street, 4th Floo Ottawa 4, Ont.

New book published by IRR Association

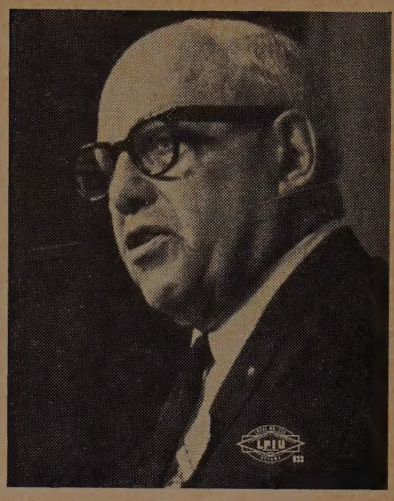
The Industrial Relations Research A sociation has recently published its 19 annual research volume, *Internation Labour*.

The book discusses many questio raised by the rapidly changing intern tional economy. The editors have chos articles that reflect both the Europe and American experiences.

The growth of free trade areas a corporations operating on an inte national scale has stimulated the flow labour across national boundaries. T contributors examine the impact unions on national policies in ma countries. In addition, they offer co clusions on how best to adjust the wa and manpower policies of the inte national labour front to consiste standards.

The purpose of the book is to promo interest in further international studi to facilitate both the transfer of experien and the solution of problems, and advance the degree of harmonization industrial and social conditions, in t hope of promoting amity between natio

One of the five editors of the book William R. Dymond, Assistant Depu Minister, Department of Manpower a Immigration, Canada.



George Meany

Elected for Seventh Term

The Seventh Biennial Convention Of the AFL-CIO

A plea by President Johnson for restraint in wage demands was rejected by leaders of the AFL-CIO at the Federation's seventh biennial convention, held at Bal Harbour, Fla., early in December. They expressed their readiness, however, to accept "equality of sacrifice," if it were imposed by Congress by means of wartime controls on prices, profits, dividends, salaries of business executives, and rents, as well as wages.

Speakers of note at the meeting included President Johnson, Secretary of State Dean Rusk, and Secretary of Labor W. Willard Wirtz. Except in the matter of wage restraint, President Johnson's statement of the achievements and policies of his administration, including his policy on the war in Vietnam, was warmly supported by the delegates.

President George Meany defended the Federation's record in a speech that, without mentioning Walter Reuther's name, amounted to a rebuttal of the UAW president's charges that the Federation had lost its crusading spirit and had become "a complacent custodian of the *status quo*."

As evidence of the movement's vitality, the speaker pointed to the steady growth of the American labour movement, which had increased by 1.5 million members to about 14.3 million since 1965, and what he called significant gains in organizing public employees.

Mr. Meany said the over-riding fact that was, and must be, the primary concern of the AFL-CIO on the war in Vietnam was the existence of a free trade union movement in South Vietnam. He could not understand how any trade unionist could advocate a course that would abandon those unionists to "certain destruction."

Secretary of Labor Willard Wirtz warned the Federation that "today there is a danger where there was not before, that wages and prices will move up to the point where the gains are as nothing . . . where the costs of them will be greater than their gain."

Speaking to the 1,000 delegates representing 129 unions, Mr. Wirtz said, "It would be fair neither to you nor to me if I were not to say that I feel a larger concern today than I have at any point before about spiraling wages and prices." Stopping inflation was never easy, he said. He opposed "a decimal-point guideline" policy, such as that in effect until late in 1965, based on the Council of Economic Advisers' estimate of the increase in national productivity. He was also opposed, under present circumstances, to wage and price controls. What was crucial was voluntary restraint in bargaining and price-setting, as urged by President Johnson, and a sound monetary and fiscal policy that would include tax increases.

William Ladyman, General Vice-President of the Canadian Labour Congress, devoted a large part of his address to a discussion of the unique relationship between workers in the United States and those in Canada, in that some 70 per cent of Canadian union members belong to international organizations.

"It is obvious," he said, "that the only successful way to compete with the giant international corporations . . . is to face them with the countervailing power of international unions; and, at times, not only with one international but several, working together around the conference table." Although the CLC valued this relationship, it was strongly opposed to any outside attempt to impose conditions on Canadian subsidiaries that were in conflict with Canadian economic or political interests.

The convention dealt with 263 resolutions and proposals, and it adopted 109 programs and policies covering various aspects of American life and the country's relations with other nations. Only 22 resolutions were rejected, but 48 were referred to the executive council for further study or action.

The delegates unanimously agreed to amend the Federation's constitution by two changes. One of these was to abolish the eight-man executive committee that had been inactive since 1965. The other eliminated the necessity for yearly meetings of the general board of union presidents or their representatives, and made future meetings subject to the call

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A Review of 1967 — And the Outlook for 1968

Canadian exports continued to grow at a rapid pace in 1967. Despite a general slow-down in the rate of expansion of world trade and production, Canada can expect to meet the objective of $11.25 billion of exports set by the Department of Trade and Commerce for 1967, said Hon. Robert H. Winters, in his recent annual yearend report and economic forecast.

Canadian employment and output advanced also, but at a slower pace, the Minister said. Rising costs continue to exert upward pressure on Canadian prices, and corporate profits have dropped.

The report explained that aggregate economic activity continued to expand, but at a reduced pace. Canada's Gross National Product in 1967 was about 7 per cent higher than it was in 1966, but in real terms rose by only 2.5 per cent. The report attributed more than half of the total GNP increase to higher prices.

Employment, on average, was more than 3 per cent higher in 1967 than in the preceding year. But because new job opportunities did not fully keep pace with the increase in new jobseekers, the report explained, unemployment is somewhat higher now than it was a year ago; and for 1967, it averaged just over 4 per cent of the labour force, compared with 3.6 per cent during 1966.

Target Increase

The report announced that the target increase of close to $1 billion in merchandise exports in 1967 had been realized, despite a slackening of demand in major foreign markets.

The largest single increase in export sales during 1967 occurred in automotive products, the report stated. Continuing rationalization of the Canadian and U.S. industries, arising from the automotive agreement, was accompanied by a substantial boost in two-way trade. Exports of automotive products in 1967 were more than half as high again as the $1 billion figure attained in 1966.

The report attributed the strong use in imports during 1967 to expanded cross-border trade in automotive products, and a continuing firm domestic market for consumer goods. 1967 will bring a surplus of $350 to $400 millions from tourism, which was associated with EXPO and other Centennial attractions, compared with the 1966 deficit of $60 million.

Thus the position on all current transactions, both goods and services, improved markedly during the past year. The report suggested that, according to available evidence, the 1966 current account deficit of $1,137 million has been reduced by at least one quarter.

Costs and Prices

Little apparent slackening was noted in the upward pressure of costs and prices. Manufactured goods prices are up by 2 per cent, consumer prices by 3.5 per cent, and the price component of the GNP by 4.5 per cent. The report attributed higher prices and lower profits to the upward movement of unit costs.

The present inflationary dilemma is attributed to lagging productivity. The difficulty is compounded in the current situation by continuing demands, in both the private and public sectors, for higher incomes and benefits out of line with productivity trends. Added demands for funds, superimposed upon an inflation-conscious capital market, contributed to unusually high interest rates, which in turn accentuated the upward movement of costs, the report explained.

The report referred to the measures taken by the Minister of Finance to reduce the growth of government demands upon the economy through his fiscal objectives, and, at the same time, to relieve pressures in the financial market (L. G., Jan., p. 10). The report asked that comparable restraint with respect income be exercised by all groups in t community in order to contain t disruptive forces threatening Canad prosperity.

Export Goal

Looking ahead, the Department Trade and Commerce has set the 19 export target at $12.3 billion, which w mean an increase in exports greater th that achieved in 1967. The report predict that:

- external demand for exports will r in 1968;
- faster growth in the industrial natio will strengthen world commodity marke with consequent benefit to the food a basic material producing areas of t world;
- exports of automotive products a likely to show much smaller growth th the huge increase resulting from t initial beneficial impact of rationalizatio and
- substantially greater gains in oth export categories will have to be met realize this target.

In addition, the report described t ministerial meeting of the General Agr ment on Tariffs and Trade (GATT) November 1967, at which Canada, alo with the world's other trading natio endorsed the objective of further tra liberalization. The member countr established a program to identify t remaining barriers to trade, and examine the means of overcoming the Canada is also exploring new avenues access to international markets. The include bringing developing countries fuller participation in the internatio trading system.

International trading arrangements, t report concluded, must provide sco for the realization of the growing pote tialities of both advancing technolo and increasing productivity.

The Health and Safety of the Worker

More than 200 delegates from across Canada attended the Fifth Conference on Health and Safety sponsored by the Canadian Labour Congress

The need for organization and integration of safety committees in all industries was the theme of the Fifth Conference on Health and Safety, held at London from November 19 to 23, 1967. Sponsored by the Canadian Labour Congress, the conference drew more than 200 delegates from union locals across Canada to discuss problems concerning the safety of workers.

The keynote speech was given by Joe Morris, Executive Vice-President of the CLC. He drew attention to the pivotal role that the individual worker has to play in occupational health and accident prevention programs. He emphasized that the worker has the biggest stake in a healthy workplace. The workers of Canada must join together and take the initiative if they are to attain the goal of eliminating occupational safety hazards.

Government legislation is vital to the safety program, Mr. Morris said, but it is not sufficient for the prevention of accidents, which depends also upon the participation of both management and labour. He defined the role of the employer for promoting safe working conditions:

- to provide proper safety equipment;
- to be responsible for the procedures set up for the reporting of accidents;
- to be responsible for the notification to the union of any and all accidents;
- to provide access to all parts of the plant;
- to be responsible for providing replacement for members of the committee whose task it is to investigate and report accidents; and
- to be responsible for providing funds necessary to prosecute and develop the safety program.

Labour's role, he said, is:

- to provide training, information and education in the promotion of a safety program;
- to convince workers that accidents can be prevented;
- to investigate all accidents and make recommendations regarding the elimination of hazards; and
- to participate fully in a safety program.

Mr. Morris called the plant safety committee "the operative mechanism of the safety program." He then discussed the duties of the safety committee. "Basically, the measures for accident prevention in any industry must be initiated and maintained by management, although labour must be the activator when necessary," he said.

Six discussion groups were formed to discuss Mr. Morris's paper and to make some recommendations to the 27-member CLC Committee on Health and Safety. Among the recommendations were the following:

1. labour, management and government should revise, review and update safety legislation;
2. management should take greater care in hiring and training people for the more hazardous jobs;
3. safety committees be protected under the Factory Safety Act;
4. both health and safety in industries should be co-ordinated by the safety committees;
5. the safety committee should be permitted to discipline low-level supervisory personnel who disregard safety precautions; and
6. union members of the safety committee should report unsafe practices of other union members, and labour and management should co-operate to enforce safety standards.

The groups also discussed the difficulty in getting people to serve on safety committees. Some delegates pointed out that one of the chief tasks of a safety program is to educate workers to participate in committees and to take an interest in safety, both at work and elsewhere. The delegates were reminded that, although the primary responsibility for seeing that safety measures are observed belongs to management, labour must also do its part to co-operate with management for the safety of the worker.

The guest speaker was Howard Pyle, President, National Safety Council of the United States, who spoke on the necessity of organization for safety. "There is nothing as imperative as organization," he told the delegates. Communication of safety programs is carried through organization, as the experience of the National Safety Council shows, he said.

There is no need for either divisions over safety or for partisanship. "The aim of safety programs is to see that men, women and children are relieved of tragic consequences of premature death or injury," he said.

Mr. Pyle then called for more and better organization, informed leadership, and use of modern techniques, and he urged the delegates to participate in reviving universal interest in safety programs.

The conference delegates also took the opportunity to divide into interested workshop groups to discuss problems of particular concern to their own occupations. The groups discussed federal safety legislation, industrial noise, safety in construction, service, mining trades, ionizing radiation hazards, and defensive driving.

Agreeing that psychological safety factors are ignored in health and safety programs, Dr. Ernest Mastromatteo, chief of the Occupational Health Service, Ontario Department of Health, said that this, in his opinion, is a neglected field.

In an address on occupational diseases, he said that skin cancer has been found to be on the rise in machine shops where workers use lubricating oils. Although the skin cancer does not become malignant and can be halted, it is an area where greater precaution should be taken.

Dr. Mastromatteo said that his department cannot enforce recommendations affecting occupational diseases. Instead, it makes recommendations to the Ontario Departments of Labour and Mines, where legislation can be enacted.

"Pneumoconiosis" is the subject of an extensive report on lung disease and death caused by breathing dust-polluted air, which appeared in the September-October issue of the *ILO Panorama*.

The British Ministry of National Insurance has reported that dust created in asbestos manufacture led to a 180-per-cent increase in diagnosed cases of pneumoconiosis between 1960 and 1965. Coal mining in 1960 in Britain accounted for 3,300 cases of disease contracted by inhaling dust particles in the air, and more than 1,000 cases in 1965.

The report notes that the total number of new cases of disease recorded in Britain has decreased steadily from 3,654 in 1960 to 1,403 in 1965. Although improved meth-

ods of air circulation in coal mining and the reduction of the number of coal mines in operation accounts for a major portion of the decrease, there is no apparent improvement in the figures for more than 30 other industries that are listed in the returns.

The report describes the nature of the damage to the lungs, which varies with the particular dust inhaled. In general, the disease leads to the development of fibrous or scar tissue on the spongy substance of the lung, reducing its elasticity and diminishing the surface area for the absorption of oxygen into the blood from the air. The progressive nature of the disease is its most important characteristic, and this is aggravated by any infection, particularly tuberculosis, with which the disease is frequently associated.

Several methods for the reduction of the hazard of contracting pneumoconiosis, or arresting the disease once it is diagnosed, are suggested. An infected worker should be removed from further exposure. Substitution of certain materials used in manufacture or grinding has been successful in reducing the risk of inhaling noxious dusts. Mechanical rather than human handl ng of dust-creating materials reduces the hazard of exposure to the dust. Exhaust ventilation is the most commonly used method of removing dust particles from the air. The reduction of dust by the use of water or wet sawdust has many sophisticated applications, particularly where ventilation is difficult or impossible. But personal protection and medical examination are no substitute for efficient dust control, the report notes.

"Occupational Health—a Field for Trade Union Action" is the title of an article appearing in the September issue of *Free Labour World*, published by the International Confederation of Free Trade Unions, Brussels. The article is based on a report submitted by the British Trade Union Congress to a recent Commonwealth trade union conference.

A wide variety of health hazards are encountered, not only in industry, but also in commerce and agriculture. These may be physical hazards such as excessive air pre sure, undue heat or cold, poor lighting, e cessive noise and vibration, and radiatio Chemical hazards include dust, fumes, an gases that may cause damage to lungs other organs. Biological hazards ma range from anthrax, which can affect tho handling hides of infected animals, to br cellosis, a disease of cattle that can transmitted to man. The list also includ psycho-social problems that may lead diseases caused by fatigue or stress—pep ulcers, coronary thrombosis, hypertensi and psychoneurosis.

The report calls for trade unions to pr mote and press for research and to assist themselves by taking and submitting not concerning such health hazards. The art cle cites several examples in which t British TUC was successful in setting u centres to investigate areas or occupatio involving disease risks. It notes that t identification, prevention and treatment industrial diseases are continuing fun tions that should be more efficiently pe formed as trade unions gain experien and as social services expand.

15th Annual Report

Injuries to Public Service Employees Cost Approximately $5,000,000 in 1966-67

The fifteenth annual report on claims by employees of the Public Service of Canada for work injuries received during 1966-67 was released recently by the Accident Prevention and Compensation Branch of the Department of Labour.

Although the total number of employees covered by the Government Employees Compensation Act increased during the year by 2.1 per cent, the number of accidents reported rose by 2.9 per cent. The increase in work-connected injuries is attributed to the increase in total employment, and to the reporting of some accidents previously not considered reportable. The report says, however, that most of these accidents were in the "preventable class."

Disbursements for compensation, medical and hospital services, administration expenses, and salary in lieu of compensation reflect an increase of more than $400,000 over the 1965-66 total. The sum of these direct costs will be almost $5 million, an increase of 8.7 per cent.

The report points out that this is the so-called direct cost only; that administrators and other officers must give thought to the substantial indirect costs such as those caused by work interruptions, delayed services, involvement of supervisory staff, and loss or damage to material and equipment. The report estimates that the ratio of indirect costs to direct costs is about four to one, boosting the total accident bill close to $25 million for the year.

The total number of work injuries reported was 20,331, an increase of 575 over the total for the previous year. There were 12,041 minor injuries, 2,948 compensation cases, 4,928 injury leave cases, 14 permanent disabilities, 7 fatalities, and 393 disallowed claims.

The report estimates that:

- one employee in every 12 had a claim of some kind;
- one employee in every 30 had an accident causing lost time;
- one employee in every 2,396 had a claim for permanent disability; and
- one employee in every 34,571 died as a result of an employment-connected accident.

The total cost of all compensation benefits paid from the Consolidated Revenue Fund was $3,288,207, an increase of 9.25 per cent over the total for 1965-66. An additional $434,347 was paid to the Provincial Workmen's Com pensation Boards for their administrati services under the Act.

About one third of the total payme in benefits was for hospital and medic costs. The remaining two thirds co pensated the income loss of injured deceased employees.

Salary paid in lieu of compensati under the injury leave provisions amoun ed to $1,259,722, which was an increa of $56,410 or 4.7 per cent more than t previous year's total. Including the expe ses for administration charged by t provinces, the compensation benefit and the salaries paid in lieu of compens tion, the direct gross costs resulting fro the injuries suffered by persons employe in the federal public service totall $4,982,276. On this basis, the averag cost for each employee is approximate $21.00.

The total number of actual days los excluding waiting periods, was 180,40 This is equivalent to the year-roun employment of about 694 employees. T accident frequency rate for the publ service as a whole was 16.99 during t year, compared with 17.22 during t previous year.

The UAW-Auto Industry Agreements

The Ford Motor Company and the nited Automobile Workers in Detroit ached a tentative agreement on a new ntract on October 20. The agreement as ratified by union members across the untry in the course of the next few days, d employees of the company began ing back to work, ending a strike that gan on September 7.

After reaching agreement with Ford, e UAW turned its attention to the rysler Corporation, and on November the conclusion of an agreement between e company and the union was an-unced. Agreement between General otors Corporation and the UAW in troit was reached on December 15.

Skilled tradesmen were to receive an crease of 50 cents an hour plus 3 per nt in the second and third years. These creases, together with "the impact of e 'roll up' factor," were estimated to nount to an average of $1.02 for the erage skilled worker during the three ars.

This time, the skilled tradesmen had it their power to block the ratification of contract, and it had been thought that s might happen. But skilled workers in e Ford factories voted 70 per cent in vour of acceptance. Later, skilled work-s at Chrysler voted only 55 per cent in vour of ratification of their contract. Ford, the union members as a whole ted 90 per cent in favour of acceptance; d at Chrysler about 70 per cent did so.

ll Protection

Ford employees were to continue to njoy full protection against increases in e cost of living." The contract provided a guaranteed annual income credit n. The union announcement said that s plan would be "graduated on the basis seniority," and would assure most of e employees 52 weeks of income at 95 cent of take-home pay, minus a de-ction of $7.50 for "job-related ex-nses."

Other fringe benefits included:

- supplemental unemployment benefits all short workweeks increased to 80 cent of gross pay;
- basic pensions increased from $4.25 nonth for each year of service to $5.25 in the first year of the contract; wage-related pensions, which will become effective on January 1, 1969, will further increase pension benefits to $5.50, $5.75 and $6, depending on the worker's classification;
- basic pension benefits for the 28,000 retired Ford workers to be increased by $1 a month for each year of credited service 90 days after the effective date of the agreement;
- number of paid holidays increased from nine to eleven; and
- a Christmas bonus of about $30 in December 1967 to every worker with one or more years of seniority.

The union failed to reach its announced goal of wage parity between Ford workers in the United States and those in Canada. The reason given for this failure was that because the parent company and its Canadian subsidiary are separate concerns, the matter could not be settled in the American negotiations.

Ford Layoffs

When the Ford strike began in the United States, it was said that about 11,000 Ford workers in Canada would be laid off within about 10 days, on account of the failure in the supply of parts that ordinarily come from the U.S. When the strike was settled, it was announced that the Ford Motor Company of Canada expected to have all its plants back in operation five working days after the strikers in the American plants returned to work.

The terms of the agreement between the UAW and the Chrysler Corporation were almost identical with those of the Ford agreement — the important difference being that Chrysler undertook to eliminate completely by June 1, 1970 the difference between the wages paid to workers in the United States and those in Canada.

The Chrysler contract provided for wage and fringe benefit increases for Canadian employees of more than $1 an hour, with some wage gains alone amounting to 93 cents an hour during the three-year term of the contract.

Wage Differences

The difference in basic wages between U.S. and Canadian rates amounted at the time of signing the new agreement to 30 cents an hour for major assemblers, who were getting $2.98 in the U.S. under the previous agreement. But differences in cost of living bonuses reduced the net differential to 22 cents. The differential was greater for more highly skilled employees.

Under the agreement, the base-rate differential was to be reduced by 8 cents immediately by the incorporation into the new base rate of 26 cents of the Canadian cost of living bonus and 18 cents of the U.S. bonus. The remaining difference was to be reduced for the 11,000 Canadian employees of Chrysler by 10 per cent on June 1, 1968; by 15 per cent on December 1, 1968; by 20 per cent on June 1, 1969; by 25 per cent on December 1, 1969; and by the remaining 30 per cent on June 1, 1970. The rates given were in Canadian currency for employees in Canada and in U.S. currency for employees in the United States.

Although the American settlement thus covered the wage question for Canadian as well as U.S. employees, bargaining remained to be done in Canada regarding such fringe benefits as pensions and health, welfare, and life insurance. The November 15 deadline for a new contract set by the Chrysler Canada local of the UAW was extended for about 60 days to give time for bargaining on these questions and on working conditions and plant practices such as rest and wash-up periods.

Another point that was left for the Canadian negotiations was the union's demand for a common termination date for the Canadian and American contracts. The current U.S. contract expired on September 7 and the Canadian one on November 15.

GM-UAW Agreement

The contract agreed upon by the union and General Motors Corporation was again almost identical with the contracts reached by the union and the other two

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Collective Agreements For Office Employees in Manufacturing — Part II

Pay, Seniority and Other Provisions

This is the second half of a study of provisions found in 178 collective agreements covering 19,660 office employees in Canadian manufacturing industries. Part I, concerning hours of work, union security, vacations, holidays and other provisions, was published in the January issue of the LABOUR GAZETTE, p. 27.

The complete study, including the charts and tables that have been omitted from or compressed in this report, is available from the Collective Bargaining Division, Economics and Research Branch, Canada Department of Labour, Ottawa.

Pay for Time Not Worked

Provision for a working day off with pay for all holidays falling on a Saturday that is not normally worked was contained in 60 agreements affecting 5,590 employees. Provision for a working day off with pay for all holidays falling on a Sunday that is not normally worked was stipulated in 69 agreements covering 7,560 employees. Provision for extended vacations where a paid holiday falls within an employee's vacation period was stipulated in 62 per cent of the agreements affecting 68 per cent of the employees. Only 8 per cent of the agreements, covering 10 per cent of the employees, made provision for paid meal periods.

About one third of the agreements examined, covering approximately one quarter of the employees, made provision for rest periods. The most frequent provisions, two periods a day, 20 minutes in total, and two periods a day, 30 minutes in total, were found in 27 agreements affecting 1,180 employees, and 21 agreements covering 1,500 employees respectively.

Almost half of the agreements examined, affecting half of the employees, made provision for paid leave in the event of death in the family. Provision for paid leave for jury duty and/or court witness was found in two fifths of the agreements affecting one half of the employees.

Premium Pay for Time Worked

Overtime compensation after daily hours was found in approximately three quarters of the agreements, affecting about two thirds of the employees. The most frequent provision, time and a half, occurred in 38 per cent of the agreements, covering 37 per cent of the employees. Premium pay of time and a half is also the most frequent provision for overtime compensation after weekly hours. It occurred in 30 per cent of the agreements, affecting 30 per cent of the employees.

Compensation for work on paid holidays was stipulated in 79 per cent of the agreements, affecting 89 per cent of the employees.

An analysis of the agreements indicated that time and a half for overtime compensation on Saturday or the sixth day not normally worked was the most frequent provision. This provision occurred in about one third of the agreements examined, covering 39 per cent of the employees. Premium pay of time and a half occurred in 26 per cent of the agreements, and premium pay of double time for overtime compensation on Sunday or the seventh day not normally worked also occurred in 26 per cent of the agreements, affecting 44 per cent of the employees receiving time and a half, and 29 per cent of the employees receiving double time.

Pay Guarantees

Only 3 per cent of the agreements, affecting 1 per cent of the employees covered, made provision for reporting pay guarantee. This guarantee amounted to 4 hours of work or pay. Approximately one third of the agreements, covering three fifths of the employees, made provision for call in (back) guarantee. One of the most common provisions, occurring in 7 per cent of the agreements covering 22 per cent of the employees, was a minimum of 3 hours at straight time.

One quarter of the agreements, covering about one third of the employees, mad provision for maternity leave. Only 1 per cent of the agreements, covering abou one fifth of the employees, made provisio concerning the employment of older handicapped workers.

Seniority

Approximately half of the agreement covering two thirds of the employee stipulated that seniority governs promo tion where qualifications to perform th job are equal or equivalent. Two fifth of the agreements, affecting 45 per ce of the employees, provided that, in th event of a layoff, senior employees are be retained, provided that qualificatio or ability to perform available jobs a sufficient and normal or average.

Retention of seniority during the ter of a layoff was found in 75 per cent of th agreements, affecting 75 per cent of th employees. The most frequent provisio 12 months or less retention, was found 29 per cent of the agreements, covering per cent of the employees.

Provision concerning the seniority employees who are transferred out of bargaining unit was found in 45 per ce of the agreements, and included 51 p cent of the employees. Provision co cerning seniority on transfer into a ba gaining unit was mentioned in 20 per ce of the agreements, and covered 26 p cent of the employees examined in th study.

Miscellaneous Provisions

Provision for preferential treatment f union officials in case of layoff was ma in 25 per cent of the agreements, affecti 31 per cent of the employees. Travelli expenses and/or living allowances f employees on company business we provided for in only 12 per cent of th agreements, covering 12 per cent of th employees.

Some provision regarding advance n tice and/or consultation with regard new techniques of operation was contain in 22 per cent of the agreements, affecti one fifth of the employees. One fifth the agreements examined, covering per cent of the employees, had provisio limiting or prohibiting moonlighting.

Payment of wages once a week was th most common provision concerning fr quency of paydays, and it appeared in agreements affecting 4,270 persons. So

This study was planned and carried out by R. M. Charlton under the supervision of Félix Quinet, Chief, Collective Bargaining Division, and with the assistance of Barry Maloney, Emile Vallée, and Daniel Stace. Jean-Paul Ferland also assisted in the preparation of the coding schedule used in the analysis of the provisions. The Department wishes to acknowledge the co-operation of the companies and unions that made available the collective agreements required for the study.

It should be noted that, in a number of cases, the language used in the agreements was not altogether clear; in such instances, the provisions were classified, subject to the proviso that they may be open to other interpretations as well.

8 agreements contained no provision garding paydays.

One half of the agreements, covering 48 r cent of the employees, made provision r meal periods ranging from 30 to 90 inutes. The most frequent, 60 minutes, as contained in 17 per cent of the reements, affecting 11 per cent of the nployees.

Notice of layoff was stipulated in 60 r cent of the agreements, affecting 62 r cent of the employees. The length of notice varied from 1 to 14 days. The most common provision, for 14 days, was found in 34 agreements covering 2,710 employees — that is, 19 per cent of the agreements, affecting 14 per cent of the employees.

Provision concerning the posting of job vacancies was found in 62 per cent of the agreements, and affected 68 per cent of the employees. Provision for some form of severance pay and/or supplementary unemployment benefit plans was found in 31 per cent of the agreements, affecting 62 per cent of the employees.

About 86 per cent of the agreements, covering 88 per cent of the employees, were approximately two to three years in duration. Some 55 per cent were signed for periods ranging from 21 to 26 months, and 58 per cent of the employees were covered by these agreements. And 31 per cent of the agreements, covering 30 per cent of the employees, were signed for a period of 33 months or more.

Term of Agreements

Months	Agreements No.	Agreements %	Employees Covered No.	Employees Covered %
nder 15	17	10	1,030	5
- 20	8	4	1,020	5
- 26	97	55	11,410	58
- 32	1	—	270	2
or more	55	31	5,930	30

The dash indicates a percentage of less than 0.6.

Coverage by Industry

Industry	Agreements	Employees Covered
oods and beverages	18	520
ubber products	4	250
xtile products	2	40
ood products	2	30
per products	34	1,940
inting and publishing	24	3,050
on and steel products	37	2,950
ansportation equipment	20	3,630
on-ferrous metal products	4	600
ectrical apparatus and supplies	20	6,200
on-metallic mineral products	3	80
oducts of petroleum and coal	1	10
emical products	6	240
iscellaneous manufacturing industries	2	50
ore than one industry	1	70

Seniority

Provision	Agreements No.	Agreements %	Employees Covered No.	Employees Covered %
niority on promotion				
No specific provision	25	14	1,930	10
Seniority taken into account together with other factors	27	15	2,210	11
Seniority governs where qualifications to perform the job are equal (equivalent, etc.)	92	52	13,220	67
Seniority governs where qualifications to perform the job are sufficient (normal, average, etc.)	34	19	2,300	12
Straight seniority	—	—	—	—
Seniority on lay-off				
No specific provision	5	3	360	2
Seniority taken into account together with other factors	30	17	2,570	13
Senior employee retained provided his qualifications (or ability) to perform available job are equal (equivalent, etc.)	59	33	6,780	3
Senior employee retained provided his qualifications (or ability) to perform available job are sufficient (normal, average, etc.)	70	40	8,820	45
Lay-off on the basis of straight seniority	13	7	1,090	6
Other	1	—	40	—
Retention of seniority during term of lay-off				
No specific provision	45	25	4,940	25
12 months or less	51	29	2,730	14
13 - 24 months	8	5	710	4
25 - 36 months	4	2	200	1
Maximum, graduated according to length of service				
12 months or less	9	5	390	2
13 - 24 months	20	11	3,250	16
25 - 36 months	20	11	4,060	21
Over 36 months	7	4	400	2
Indefinite or unspecified retention of seniority for all employees	12	7	2,510	13
Limited retention of seniority for certain employees, indefinite for others	2	1	470	2

Pay for Time not Worked

	Agreements		Employees Covered	
	No.	%	No.	%
Provision concerning paid holiday falling on Saturday (not normally worked)				
No specific provision	101	57	10,430	53
Working day off with pay for all holidays	60	34	5,590	28
Working day off with pay for certain holidays only	7	4	3,040	16
Other	10	5	600	3
Provision concerning paid holiday falling on Sunday (not normally worked)				
No specific provision	100	56	11,560	59
Working day off with pay for all holidays	69	39	7,560	38
Other	9	5	540	3
Rest periods*				
No specific provision	115	65	15,320	78
Once a day				
10 minutes	1	—	800	4
15 minutes	10	6	380	2
Twice a day				
20 minutes in total	27	15	1,180	6
25 minutes in total	1	—	20	—
30 minutes in total	21	12	1,500	8
No time specified	3	2	460	2
Sick pay				
No specific provision	68	38	8,110	41
Provision for sick leave with pay	58	33	5,740	29
Provision for sick leave to supplement benefits under group insurance plan	34	19	4,190	22
Provision for sick pay under group insurance plan only	18	10	1,620	8

*Does not cover special provisions concerning rest periods for female employees.

Premium Pay for Time Worked

Provision	Agreements		Employees Covered	
	No.	%	No.	%
Overtime compensation after daily hours				
No specific provision	50	28	7,060	36
Equivalent time off	20	11	1,070	5
Time and a half	68	38	7,250	37
Straight time followed by higher rate	6	4	300	2
Time and a half followed by higher rate	11	6	1,110	6
Other*	23	13	2,870	14
Overtime compensation after weekly hours†				
No specific provision	76	43	7,660	39

Premium Pay for Time Worked (Concluded)

Provision	Agreements		Employees Covered	
	No.	%	No.	%
Equivalent time off	13	7	1,170	6
Time and a half	52	30	5,880	30
Straight time followed by higher rate	15	8	2,570	13
Time and a half followed by higher rate	1	—	10	—
Other‡	21	12	2,370	12
Compensation for work on paid holidays**				
No specific provision	37	21	2,230	11
Equivalent time off	9	5	490	2
Time off equivalent to premium pay	10	5	520	3
Straight time pay††	1	—	90	—
Time and a half††	19	11	3,310	17
Double time††	14	8	2,270	12
Double time and a half††	3	2	40	—
Straight time in addition to holiday pay	5	3	250	1
Time and a half in addition to holiday pay	43	24	6,650	34
Double time in addition to holiday pay	9	5	560	3
Other	28	16	3,250	17
Overtime compensation on Saturday or sixth day (not normally worked)				
No specific provision	79	44	9,320	48
Equivalent time off	17	10	820	4
Time and a half	58	33	7,730	39
Straight time followed by higher rate	2	1	40	—
Time and a half followed by higher rate	8	4	1,000	5
Other‡‡	14	8	750	4
Overtime compensation on Sunday or seventh day (not normally worked)				
No specific provision	67	39	4,470	23
Equivalent time off	1	—	60	—
Time off equivalent to premium pay	7	4	240	1
Straight time pay	1	—	90	—
Time and a half	46	26	8,530	44
Double time	46	26	5,690	29
Time and a half followed by higher rate	1	—	160	1
Other***	9	5	420	2

*Includes provision for straight time pay, time and a quarter, etc

†Does not cover such specific provisions as compensation for wor on Saturday or Sunday, or sixth or seventh day (not normally worked)

‡Includes provisions for straight time pay, time and a quarter, tim and a quarter followed by higher rate, etc.

**Does not cover premium rates for work on paid holidays i excess of what is considered as normal daily working hours under th agreement.

††Agreement does not state whether or not the premium rate is i addition to holiday pay.

‡‡Includes provisions for straight time pay, straight time followe by higher rate, time and a quarter, etc.

***Includes provisions for premium pay varying according to occu pations, for premium paid in cash, etc.

The dash indicates a percentage of less than 0.6.

Pay Guarantee

Provision	Agreements No.	Agreements %	Employees Covered No.	Employees Covered %
-in (back) guarantee*				
No specific provision	114	64	8,340	42
2 hours at straight time	1	—	10	—
3 hours at straight time	12	7	4,310	22
4 hours at straight time	9	5	850	4
2 hours at premium rate	11	6	1,480	8
3 hours at premium rate	9	5	1,150	6
4 hours at premium rate	9	5	1,710	9
Other	13	8	1,810	9

*Refers to pay guarantees to employees either called to work de their regular working hours, or recalled to work after completing ft. Clauses providing for a minimum at straight time pay or overtime ium rates, whichever is greater, were tabulated on the basis of mum pay.

The dash indicates a percentage of less than 0.6.

Miscellaneous Provisions

Provision	Agreements No.	Agreements %	Employees Covered No.	Employees Covered %
e of Absence for union siness				
No specific provision	70	39	6,540	33
Extended leave for union officers (6 months or more)	18	10	2,020	10
Limited leave for union business	25	14	980	5
Combination of the two above	46	25	7,100	36
Leave for union officers, length of leave not specified	19	12	3,020	16

Miscellaneous Provisions (Concluded)

Provision	Agreements No.	Agreements %	Employees Covered No.	Employees Covered %
Frequency of pay days				
No specific provision	108	61	11,870	60
Weekly	34	19	4,270	22
Every two weeks	25	14	3,000	15
Semi-monthly	11	6	520	3
Length of meal periods*				
No specific provision	88	50	10,220	52
Minutes				
30	15	9	1,100	6
45	7	4	3,310	17
60	32	17	2,150	11
75	11	6	1,000	5
90	17	9	1,440	7
Provision for meal period, length unspecified	3	2	200	1
Other	5	3	240	1
Notice of lay-off†				
No specific provision	71	40	7,410	38
Days				
1	2	1	90	1
2	5	3	860	4
3	3	2	370	1
5	7	4	690	4
7	15	8	2,990	15
8	1	—	270	1
10	3	2	120	1

*Refers to mid-day meal periods of the majority of office workers covered by agreement.

†Data on notice of lay-off are on the basis of the number of days stated in the agreement. These may be either working or calendar days. Notices in terms of hours were converted to days.

e UAW-Auto Industry Agreements

nued from page 143

panies. It did not, however, provide wage parity, this being left for negoon in Canada. Unfavourable comment anada about the way Canadian wages been settled in the United States in Chrysler negotiations apparently led parties to decide to do things diftly this time.

ortly before the new contract was nged, however, General Motors of ada had offered its employees wage y on condition that the union agreed ccept work practices in force in the pany's U.S. plants. The offer was n immediate increase of 20 cents an for all UAW workers, and an adnal 30 cents an hour for skilled tradesIt appeared, however, that the n would be likely to balk at "parity ork practices."

the Canadian plants of GM, work for half an hour in each shift for a period. In the company's American ries, the men take their rest periods in relays and the plant is kept in continuous operation. The company said that, if it was going to have to pay the same wages in Canada as in the United States, it could not afford to have Canadian plants operating for only seven and a half hours a shift while U.S. plants operated for eight hours.

Book chronicles B.C. labour history

A labour history of trade unions in British Columbia has been chronicled for the first time in a book titled *No Power Greater: A Century of Labour in British Columbia*. The author is Dr. Paul A. Phillips, Research Director of the B.C. Federation of Labour.

The book describes the background of labour economics in British Columbia during the years preceding the Province's entry into Confederation. It traces the formation of the B.C. Federation of Labour in 1910, as it attempted to unite all the unions into one provincial organization, and surveys the brief life of the One Big Union.

The period between the two World Wars was a particularly militant one for B.C. workers, especially during the late depression era when giant protests erupted in Vancouver in 1938.

The book culminates with the 1956 merger between the Canadian Congress of Labour and the Trades and Labour Congress, which left a number of larger unions outside the mainstream of labour. The postscript offers an interpretation of the character and behaviour of the B.C. labour movement, and predicts long-term trends.

The book was published in 1967 by the B.C. Federation of Labour, Boag Foundation, price $1.50.

A Continuing Search For Ways and Means

Dr. Gil Schonning, formerly Director of the Economics and Research Branch, and Director-General of Research and Development in the federal Department of Labour, spoke at the West Ottawa Lion's Club on January 9 prior to his departure for England to take a new post as Labour Counsellor at the Canadian High Commission in London. His presence before the Lion's Club, he said, was part of a plan to make the Department's views and work better known outside the Government.

Speaking of the search for new approaches to the problems and complexities of industrial relations, Dr. Schonning said that the department believes in the development of a sound and positive policy to help make collective bargaining more effective. This policy should provide for an ongoing search for ways and means that will make collective bargaining yield "the best longer-run results for both parties and the country as a whole." This, he said, would require effort and ingenuity on the part of the three groups responsible — unions, management and government.

The Government recognizes the vital need for top-notch arbitrators, mediators or conciliators. "Persons who are to make maximum contribution in this increasingly complex field must not only be highly capable, but must possess qualities of know-how and judgment that will make them respected and accepted by the parties," he said. "Needless to say, in view of the great potentials for savings in this area, persons entrusted with these responsibilities should be highly paid."

The Government is also striving to promote more effective union-management communication. "It appears to that, in this rapidly changing industr area, the principal of ongoing co munication and consultation between parties should be advantageous to both Dr. Schonning said. "The mechanism experimenting with the usefulness of t principle might be a joint high le committee. We regard this approach complementary to collective bargain and in no way a substitute for it."

The Department is working to establ more dialogue between the Departm of Labour, and unions and manageme in each of the industries coming un federal jurisdiction.

Contact, he said, was usually made time of crisis. "We believe that meet first separately with management then with unions to discuss industrial

Continued on page

A Full-Time Mediation Service?

How can collective bargaining procedures be improved to benefit the public at large and still protect the rights of disputants? This was the question discussed by Hon. J. V. Clyne, Chairman of the Board and Chief Executive Officer of MacMillan Bloedel Limited, and former judge of the Supreme Court of British Columbia, to the Men's Canadian Club of Vancouver.

In making his proposal to establish a first-rank mediation service in Canada, Mr. Clyne pointed out that present conciliation boards or commissions of inquiry are not called into the dispute "until the eleventh hour, when there is great tension among the negotiators.

"We are attempting to settle disputes with a system that is largely improvised and has become completely outmoded." The need, therefore, is for a body of professional people, established and equipped with a staff of research assistants, to deal with labour matters on a full-time basis, he suggested.

Mr. Clyne warned that the climate of labour-management affairs in this country cannot be improved very much under present conciliation arrangements. They are based on an adversary system, which throws two well-matched combatants into conflict at the end of each contract period.

He then described what would be the attributes of a good mediation service, such as he proposed. The mediators would be highly qualified and well-paid. They would have advisory powers only, but their influence would be great, because they would be both independent and professional. They would have the authority to hire such technical and legal assistance as they required to study all facts and bring them to bear on any dispute.

Under such a system, either party to a labour dispute should have the right to apply to the board for an investigation of the facts. Either party should have the right to strike or lock-out before an application was made to the board. And either party should have the right to strike or lock-out after the board had conducted its investigation, but not during the investigation.

Mr. Clyne did not advocate compulsory arbitration for the present time because both unions and management appear to be adamantly opposed to it. Compulsion to adhere to the board's decision should be used as little as possible, but compulsion could be used if it became necessary in the public interest. The key to the system lies not in the compulsion,

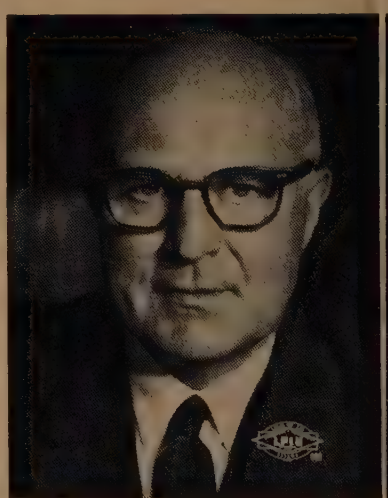

Photo by Schiffer, Vanco

Hon. J. V. Clyne

but in the influence of the fact-findi boards themselves, Mr. Clyne emphasiz

"Taking account of the public inte does not automatically require the position of compulsory settlements, does it imply a regimen of collect bargaining that differs radically fr present practice," said Mr. Clyne. looked ahead to the time when labo disputes would be regarded as any ot disputes between citizens, to be carr before courts of law specializing in labo disputes. Meanwhile, he said, this p posal could at least lead us in the direct of greater stability in the affairs of labo management disputes.

Current Activities Of the ILO

The International Labour Organiza-
n's tripartite Advisory Committee on
aried Employees and Professional
orkers drew 144 delegates from 24
mber nations to Geneva last December.
was the first meeting of the advisory
up since 1959 (L.G. 1960, p. 364).
During the 11-day meeting, the repre-
tatives discussed a general report deal-
with actions taken in the various
untries as a consequence of the con-
sions adopted at previous sessions of
committee. They took note also of
ps taken by the ILO to follow up the
dies and inquiries proposed by the
mmittee. In addition, considerable at-
tion was given to recent events and developments affecting non-manual workers.

The second item on the agenda was a consideration of the impact of social and economic developments on working and living conditions in the distribution trades.

The delegates examined also the role of non-manual workers in economic and social development, and the need for their training.

Non-manual Workers

Natarajan Krishnan, India, the committee chairman, termed the meeting "an important inquiry into the numerous aspects of living and working conditions of that rapidly growing, heterogeneous group, the non-manual workers." Mr. Krishnan noted that "on the one hand, there is a crying need for more and more non-manual workers, while on the other, for some of them the threat of unemployment looms large."

Mr. Krishnan said that the committee should concern itself also with the brain drain from underdeveloped countries to industrialized nations — the flight of educated manpower to the developed countries "in search of better emoluments and prospects."

In discussing this topic, the committee noted that the increasing emigration of highly qualified professional workers from developing countries has had serious effects on their economic and social development. At the same time, however, it pointed out that freedom of movement of the individual non-manual worker, as well as the freedom of the employer to recruit non-manual workers wherever he chooses, should not be hindered.

The committee recommended nine measures that the Governing Body of the ILO might adopt to combat the problem of the brain drain. Some of these are:

- stating a specified period during which a student or trainee must work in his home country following his training;
- introducing challenging employment opportunities into the home country;
- channelling trained personnel back to their home country by placing them in employment with foreign companies operating in that country; and
- assisting the build-up and modernizing of education and training facilities to meet more effectively the national needs of the country.

Special Attention

Nurses, entertainment workers and salaried inventors were the groups singled out for special attention in the committee's resolutions. There was a general public interest in meeting the existing shortage of nurses through planned policies, the committee reported. It noted that a systematic investigation of the nursing profession could help promote recruitment and provide improved nursing care.

Committee members pointed out that working conditions in the entertainment industry have been made more difficult by technical developments. They recommended that an inquiry be made into conditions of employment in the film industry, taking into account the impact of television and the internationalization of production.

The committee noted also that the ILO has already begun studies dealing with salaried inventors, and urged that additional steps be taken to promote a fair reward for their inventive efforts.

Canadian Delegation

Canada sent a total of six delegates to the committee meeting. Head of Delegation and Government Delegate: P. R. Parent, Director, Financial and Management Services Branch, Canada Department of Labour, Ottawa; Government Delegate: A. H. Portigal, Research Officer, Special Projects Unit, Economics and Research Branch, Canada Department of Labour, Ottawa. Employer Delegates: G. J. Towill, Manager, Labour Relations, MacMillan, Bloedel Limited, Vancouver; Gordon W. Patterson, General Manager, Employee and Public Relations, Union Carbide of Canada Ltd., Toronto. Worker Delegates: Claude Edwards, President, Public Service Alliance of Canada, Ottawa; Claude Proulx, President, *Syndicat Professeurs Etat du Québec*, Trois-Rivières Ouest.

Household Survey Urged

A major survey of household income
d expenditure should be undertaken
all nations at least every 10 years, a
eting of experts has recommended at
International Labour Organization
Geneva.
The group recommended a much
rter period than 10 years between
jor surveys under certain conditions,
ecially where rapid industrial expan-
n and migration to urban areas bring
nificant changes to the economy. The
vey results can be used to obtain
icators for overall economic planning,
luding such factors as the effects of
ation and social security benefits on
real purchasing power of different
sses of families.
n addition, the survey results can be
d for other purposes ranging from
ge negotiations and national minimum
ge adjustments to consumers market
earch.
n 1967, the ILO published a compre-
sive volume of statistics covering
re than 70 surveys made in 60 countries
ween 1950 and 1964.

Audio-Visual Training

Greater use of radio and television in the education of workers has been recommended by a working group of experts for the International Labour Organization in Geneva.

The group's report noted that use of radio and TV by trade unions and labour educators has generally been "occasional, infrequent and not always adapted to the nature and capabilities of the media." The experts pointed out that radio and TV can be particularly important in developing nations, where traditional methods are hampered by low literacy.

The report noted: "The power of mass communications media grips the developed and developing countries alike. It is transforming habits, attitudes and thinking among all sectors of society, not the least of which are the workers and their families. Its pervasive influence enters into every home where there is a receiver, it reaches even the masses of illiterates untouched by the written word."

The Canadian delegate to the meeting of experts was Donald H. Hopkins, of the National Film Board.

Consumer, Dec. 1967

The consumer price index (1949 = 100) increased by 0.5 per cent to 151.8 at the beginning of December from 151.0 at the beginning of November. It was 4.0 per cent higher than the December 1966 level of 145.9.

The food index rose 0.4 per cent to 148.6 from 148.0. The price of fresh milk and other dairy products, including cheese and ice cream, increased, as did bread and other bakery and cereal products. Sugar prices advanced by over 2 per cent, and tea, coffee, butter and margarine declined.

Higher prices were reported for cabbage, carrots, lettuce, tomatoes and citrus fruits, and lower prices for bananas and celery. Meats, on the average, were lower in price in December, the most important declines occurring for bacon and other pork products, and for poultry.

The housing index increased by 0.3 per cent to 153.8. Rents rose generally, the largest occurring in Edmonton, Calgary and Vancouver. Home ownership costs advanced as a result of higher repair expenses, and household operation costs increased slightly when higher prices for fuel, furniture, and utensils outweighed declines in the cost of floor coverings and some household textiles.

The clothing index rose 0.1 per cent to 134.7 from 134.5 because of marginal increases in men's and women's wear, footwear, piece goods, and clothing services. These increases were partially offset by declines in children's wear prices.

The transportation index advanced 1.1 per cent to 159.6 from 157.9 due mainly to the introduction of 1968 automobile prices that were higher than those of the year-end prices of 1967 models. A substantial increase in Edmonton bus fares also contributed to the increase in the transportation index.

The health and personal care index remained unchanged at 193.8, with slightly lower prices for toilet soap, razor blades and toothpaste off-setting rises in the price of cleaning tissues and men's haircuts.

The recreation and reading index declined by 0.5 per cent to 169.7 from 170.5 as a result of variations in magazine subscription rates.

The tobacco and alcohol index advanced 3.3 per cent to 133.0 from 128.7, reflecting, in part, the higher excise taxes recently imposed on these products. Price rises were registered for cigarettes and tobacco in all surveyed cities. For alcoholic beverages, however, higher prices were recorded only at those locations where increases became effective by the middle of December.

Group indexes a year ago in December were: food 144.7; housing (shelter and household operation) 147.2; clothing 129.7; transportation 152.6; health and personal care 184.5; recreation and reading 161.5; tobacco and alcohol 126.5.

City Consumer, Dec. 1967

Between November and December, consumer price indexes advanced in all 10 regional cities and city combinations, the increase ranging from 1.1 per cent in Vancouver to 0.2 per cent in St. John's, Nfld.

Food indexes registered mixed movements, ranging from an increase of 1.8 per cent in Vancouver to a decrease of 0.6 per cent in Saint John and in Edmonton-Calgary. Housing indexes advanced fractionally in all cities, with a 0.5-per-cent rise in Edmonton-Calgary and Vancouver representing the largest increases. Clothing indexes increased in six cities, were unchanged in Toronto and Halifax, and declined marginally in Winnipeg and Edmonton-Calgary.

The transportation index moved up, reflecting the introduction of prices for 1968 automobiles that were higher than those for the 1967 models. Health and personal care indexes showed little change except in Ottawa, where there was a 1.3 per cent increase; recreation and reading indexes declined marginally in all cities. Marked increases were registered in the tobacco and alcohol indexes in all cities, ranging from 5.1 per cent in Saskatoon-Regina and Vancouver to 2.2 per cent in Halifax.

Regional consumer price index point changes between November and December were: Vancouver +1.6 to 146.7; Edmonton-Calgary +1.0 to 143.1; Saint John +0.9 to 146.6; Saskatoon-Regina +0.9 to 142.4; Toronto +0.8 to 153.3; Montreal +0.5 to 150.1; Ottawa +0.5 to 150.1; Winnipeg +0.5 to 147.7; +Halifax 0.4 to 143.4; St. John's +0.3 to 131.1*.

Wholesale, Nov. 1967

The general wholesale index (1935-39 = 100) declined slightly during November to 264.9 from 265.1, and was 1.8 per cent higher than the November 1966 index 260.3

One major group index was lower, an six advanced. The remaining one, th iron products group index, was unchange at 274.3. The animal products group indd declined 1.7 per cent to 290.4 from 295 because of lower prices for livestock, fres and cooked meats, fishery products, egg and animal oils and fats.

The textile products group index ro 0.8 per cent to 255.6 from 253.5. Th vegetable products group index move up 0.4 per cent to 229.0 from 228.0 c higher prices for sugar and its product vegetable oils and their products, liv stock and poultry feeds, tea, coffee an cocoa. An advance of 0.4 per cent 246.7 from 245.6 occurred in the no ferrous metal products group index.

Increases of 0.2 per cent or less occurre in the following major group indexe non-metallic mineral products to 200 from 200.2, wood products to 350.2 fro 349.7, and chemical products to 214 from 213.9.

Farm Products Prices

The index of Canadian farm produc at terminal markets (1935-39 = 100) d clined 0.5 per cent to 255.2 from 256.5 the four-week period December 1 December 29. The animal products indd declined 0.8 per cent to 324.1 from 326. and the field products index, 0.2 per ce to 186.2 from 186.5.

U.S. Consumer, Nov. 1967

The United States consumer pri index (1957-59 = 100) rose by 0.3 per ce to 117.8 between October and Novembe

Higher prices for apparel, health ca and recreation, gasoline, and consum services account for the November a vance.

Prices of food and beverages rose t 0.2 per cent last month, but over the ye they declined by 0.1 per cent. Food pric alone went down by 0.4 per cent durin the year, but alcoholic beverages rose b 2.7 per cent.

British Retail

Portions of the British Index of Reta Prices for November, which would ord narily have appeared in the March issue this journal, were not available at pre time. They will be published in April, an thereafter the data will appear one mont later than in the past.

*On base June 1951 = 100.

National Commissions

On the Status of Women

Women's Bureau

The appointment by the federal Governnent of the Royal Commission on the Status of Women followed the lines of a ecommendation of the 18th Session of he United Nations Commission on the Status of Women, held in 1965. The Commission had recommended that the governments of the member countries stablish national bodies, which would inlude representatives of the various secions of national life, to draft and implenent general plans for improving the tatus of women.

In the same year, the Congress of the nternational Federation of Business and Professional Women, acting on this reommendation, urged affiliated federaions and organizations to work for the stablishment of such national bodies, and o recommend qualified persons to serve n them to work for the attainment of ull political, civil, educational and legal tatus for women.

The part to be played by these national "commissions" on the status of women as the subject of a seminar sponsored by he Federation, held in Copenhagen in he autumn of 1967, and attended by epresentatives of 12 European countries. The remainder of this article is a brief ummary of a report of this seminar.

Countries represented included: Austria, Belgium, Denmark, Finland, Germany, Greece, Ireland, The Netherlands, Norway, Sweden, Switzerland and the United Kingdom.

Method of Functioning

The West German Federation was not atisfied with their Commission's method f functioning. There was much overapping, because many ministries worked s separate entities on matters concerning he status of women. A recent report set ut the position, but made no recomendations for improvements. The German Federation has produced a compreensive resolution to the Government inorporating its views on the report, and aking constructive proposals.

Denmark's Status of Women Commision, which is composed of 57 representaves, 40 women and 17 men, was appointd by the Prime Minister in 1965. Twelve of the members represent organizations, six are from political parties, and the remainder represent employers and employees.

France, although not represented, was reported to have a National Commission.

With regard to other federations present, it was reported that many had national committees already doing some of the work of a national commission. For example, the United Kingdom has a Women's Consultative Council, which was set up as the result of a resolution passed by the National Council of Women. Its purpose is to assess the possible consequences to working women of Britain's entry into the Common Market. There is also a Women's Consultative Committee of the Ministry of Labour and a standing conference of the economic and social work of the United Kingdom.

National Commissions

The Netherlands reported that it had a national Commission for Women's Labour, half of which was composed of government officials.

Austria has a Central Department for Women's Status, which was established in November 1966 in the Ministry of Social Affairs, and which works with the larger organizations.

Finland has no permanent commission, but a committee of 12 members has been set up by the Government, which does work approximating that of a commission. The committee has been asked by the Government to consider the question of whether it should become a permanent commission. The committee agreed with the proposal, but it has been requested to continue its work on a temporary basis until the commission is set up.

Belgium has a Ministry of Labour Consultative Committee on the Status of Women.

Representatives of 10 of the federations attending the conference agreed that national commissions on the status of women, composed of both men and women representing governmental and non-governmental bodies, should be set up in each country. It was agreed that such national commissions should study, consult and advise each government concerned, and influence public opinion.

Priority Consideration

Recommended for priority consideration by national commissions on the status of women were the following subjects:

- education in its widest sense including, for example, civic responsibility and vocational training and retraining;
- equal pay for equal work;
- the development and expansion of adequate facilities for working women with family responsibilities;
- discrimination in law, for example in taxation; and
- discrimination in custom and practice.

Delegates emphasized that a national commission could never take over the work of the women's organizations. But it was contended that, while retaining their identity, they should collaborate more closely with other women's organizations. They also agreed that there should be more collaboration on a European level.

Other recommendations made during the seminar were:

- countries represented must aim to encourage women, both within and without the National Federation organization, to take a more active part in social and political life;
- business and professional women's clubs should avail themselves of the opportunity offered by the Human Rights Year to build up programs for the advancement of women, to collaborate in national and local programs, and to take any other necessary action; and
- the national federations should be requested to report, before March 1, 1968, on any progress made toward the setting up of national commissions, or on any achievements of existing commissions, for presentation to the International Federation Congress to be held in London in August, 1968.

The Mentally Retarded in the Public Service

Vocational Rehabilitation Branch
Department of Manpower
and Immigration

A pilot project that will facilitate the hiring of mentally retarded persons by the public service in the Ottawa area has been announced by the Public Service Commission of Canada.

The Commission has long followed a policy of employing handicapped persons on the basis of their ability. If a person is, in all other respects, suitably qualified and can perform the duties required of him, his physical disability is not considered a deterrent to employment.

The mentally retarded, however, have been at a disadvantage in applying for jobs in the public service. Their limited academic standing has prevented them taking the competitive examinations.

Private industry has for some time employed mentally retarded persons in elementary jobs—those that are often hard to fill, and harder still to keep filled. Experience has shown that these people can and do perform competently and are happy in their work.

The retarded could be gainfully employed in the public service as helpers in the cleaning and maintenance of buildings, helpers in printing shops or in building construction, where they can assist in loading or unloading material, and in other related jobs. Some may also prove capable as clerks, messengers, helpers in mail rooms, and duplicating machine operators.

From the governor-in-council, the Commission has obtained authority to exempt these individuals from the initial competitive examination. Instead, they will be placed in suitable jobs in the public service by the Commission, in co-operation with the Vocational Rehabilitation Branch of the Department of Manpower and Immigration. They will serve a probationary period of one year, during which time the staff of the Ottawa and District Association for the Mentally Retarded, which carries on an active vocational training program for mentally retarded young people, will follow their progress closely and provide assistance if any problems arise. Any advancement to a higher position will be through the normal process, and will be based on demonstrated ability to proceed to a higher level in competition with fellow employees.

The United States Civil Service Commission instituted a similar policy for employing mentally retarded persons in the federal service in January 1964. In October 1967, John W. Macy, Jr., Chairman of the Commission, reported on its experience in an address to the annual meeting of the National Association for Retarded Children, held in Portland, Oregon. During that period, 3,562 mentally retarded persons had been appointed. Mr. Macy said of them, "Our retarded employees are not only earning their pay but are indirectly saving money for the agencies . . . namely, the cost of the high turnover that is common in the kinds of jobs the retarded can do." They are generally employed in simple, routine, repetitive but necessary jobs, the kind that retardates can perform well, but which other employees tire of so quickly that they frequently leave.

Mr. Macy reported that 93 per cent of appointments have been successful. The separation rate of retardates for all causes—including termination of seasonal employment, families moving away, and reasons not related to work performance—is actually lower than the overall rate for the Government. Only 7 per cent of all retardates appointed have been released because of failure either to meet performance standards or to make the necessary social adjustments—a situation that reflects careful placement procedures and the close co-operation of vocational rehabilitation agencies.

The Canadian announcement of the Commission's pilot project will be welcomed by everyone concerned with the welfare of the retarded. Private industry has already demonstrated a willingness to give them a chance. During 1966-67, 302 mentally retarded persons were included among those rehabilitated. The cost of their support was approximately $250,000. Their annual income following placement in employment was over $500,000. The federal Government's example will improve opportunities for these citizens to contribute to Canada's economic life, and help them to live happier and more fruitful lives.

600,000 In Canada

There is no exact figure for the number of mentally retarded persons in Canada, but it is estimated at approximately 600,000. Of this number, about 67,700 are in the age range of 19 to 26 years, and 175,500 are of school age—5 to 18 years.

Although some of these individuals are too severely handicapped to be expected to enter the labour market, a large number—53,000 aged 19 to 26 years, and 135,000 aged 5 to 18 years—have the potential to become members of the labour force if they are provided with the proper guidance, training, counselling and placement services.

oint Consultation in the Cement and Shoe Industries

Joint consultation is practised by land Cement Industries Ltd. at Edmon- n because both union and management lieve in the premise, "If you don't ing it out in the open you're in trouble." Union and management at this cement- aking operation believe that they are ually balanced in terms of give-and- ke through consultation. Joint con- ltation meetings are held once a month, hough the procedure is strictly informal no fixed meeting days, and no agenda. Meetings may be called by either anagement or union and are held to al with a particular question. They ually bring together the four super- ors and four union officials from local 9, United Cement, Lime and Gypsum orkers' International Union (AFL-CIO/ LC), which represents the firm's 120 ployees. The meeting may be called, handle a maintenance problem, a mpany proposal to install new ma- inery or, as happened recently, to scuss the interpretation of a clause in agreement. This last meeting, recalls ion local President Norman Tayler, veloped into "quite a hassle."

Production Manager Lee Hall considers nt consultation meetings fruitful. "I nk the fellows go away understanding nagement's side of the story. It's a tter of discussing problems; and the ople on our committee are capable seeing both sides of the story. We lize that, if you don't bring it out into open, you're in trouble."

Although it has halted individual nours, the committee isn't a cure-all this field. "We can stop most rumours," s Mr. Hall. "But we don't consider rselves completely effective in stamping m out," adds Mr. Tayler.

n Mr. Hall's opinion, management's in benefit from joint consultation is an proved work force. "The morale of people is enhanced by letting them ow what we propose to do. We get ough to the men in the plant." Mr. yler hazarded a guess that, if the com- tee was disbanded, union-management ations would be "chaotic."

f the union initiates a meeting, em- yee-members on the committee who pen to be on shift, attend on company e. In the case of a management-called eting, the company goes one step ther and pays off-work unionists for r travelling time and time in con-

Labour-Management Consultation Branch

ference. On average, the meetings run for two hours.

A typical case dealt with by the committee led to new jobs for two employees, a raise for a third, and an increase in efficiency for the company. Here's how it happened.

The company wanted to replace its regular dump trucks with rugged off-highway trucks. The dump trucks were unsuitable for the job of carrying material from an open pit, and the shovel operator was not able to work efficiently.

After the committee went over the problem, the go-ahead was given by the company to replace the vehicles with one heavy-duty truck. The two drivers were moved to new jobs at no loss in salary. And the shovel operator took over the dual responsibility of loading the new truck and driving it. His job was re-classified to a higher rating.

Personnel Manager Arthur Wilks says, "The experience and leadership capabilities" of the committee members have contributed to the effectiveness of the committee. "Lee Hall and Norm Tayler, in particular, have made the meetings a success."

* * *

In the shoe industry, where 90 per cent of workers are on an incentive system, changes that have a bearing on working conditions can make a difference in employee earnings. If, for example, joint consultation in a plant inspires changes in working conditions that increase productivity, then both the company and the industry's piecework employees stand to make more money.

Hewetson of Canada (a division of Shoe Corporation of Canada), located in Brampton, Ont., set up its Employee-Management Committee several years ago as a forum for exchanging ideas. As there are some 300 operations in the making of a shoe, there has been no shortage of ideas at these meetings.

At the opening of each monthly meeting, Plant Manager Frank Sury gives a production forecast for the next four to six weeks — the orders for shoes contracted for shipment from the plant. "I'm convinced," he says, "that the employees gain a sense of security by knowing the company production forecast."

Committee member Roger Hedge claims that the monthly rundown on the number of pairs of shoes going into production "makes us feel freer . . . that we know there's work."

A typical meeting brings together three representatives from management and 10 from the union—Boot and Shoe Workers' Union (AFL-CIO/CLC), Local 803, which represents Hewetson's 200 employees. Meetings take place after work hours, and employees on the committee are compensated for their time.

Some of the ideas examined and discussed by the committee might at first appear inconsequential, but their value is underlined when one considers that they might never have come to light without the committee's help.

For example, here is an idea that Local 803's President, William Clapham, brought to the committee: He noticed that the method of moving partially built shoes from the third floor where they are fitted, to the second where they are lasted was cumbersome and slow. The shoes were either brought down on the service elevator — when it was available — or manhandled down the stairs in baskets.

Mr. Clapham's solution, accepted immediately by the committee, was to construct a chute between the third and second floors. The idea has speeded up production, an asset not only to the company, but also to the employees and their incentive system.

"In this plant," comments Kenneth Scott, the union Business Agent, "working conditions have a direct bearing on earnings." The committee is able to act fast and constructively on problems that otherwise would have to be dealt with through grievances, "which take up more time."

Mr. Sury's philosophy holds that employees cannot be expected to share trust and understanding with management unless "they are brought into the picture," and he believes that the Employee-Management Committee is the vehicle through which to achieve this.

Before the committee "the employees had one spokesman, and that was it," says Mr. Sury. "Now each person on the committee has a chance to express his opinion."

By way of follow-up, a summary of what goes on at meetings is prepared by Miss Kathleen Coombs, Personnel Manager, and a copy given to each employee.

Special Training and The Older Worker

Older Workers' Section
Department of Manpower
and Immigration

Many of the difficulties that the hard-to-place jobseeker has in finding work would disappear if he could acquire new kinds of skill, and the shortage of skilled men would at the same time be relieved, says a new publication issued by the Organization for Economic Co-operation and Development.*

There are many obstacles to providing the jobseeker with these new skills, but the need is being increasingly recognized in government training programs in OECD member countries.

"Resistance to retraining comes from both employers and trainers and from older jobseekers themselves. It is most important to understand the reasons for this, if progress is to be made in retraining older people," the book says.

"Employers, trainers and employment office staff are influenced by beliefs about the older person's lesser degree of trainability, by the initially poor level of education that handicaps many older people, and by the belief that the typical older worker will be in the labour force for only a few more years.

"Older people themselves are handicapped by fear of failure, awareness that their education was inadequate and in any event was undergone a long time ago, doubts that even if they go forward they may not be accepted, and worries about supporting a family on the training allowance."

National Training Schemes

Various types of general training programs for adults are in operation in Canada, the United States, Great Britain and France; and special programs for older workers have been arranged for ex-miners in Belgium; for clerical workers in Germany; and in Sweden for caretakers, guards and custodians, nurses and physiotherapists, nurses aides, home visitors and older office employees. Some of these courses provide training in new skills, and others are refresher courses. In Sweden, facilities are provided for retraining older persons, and fairly high grants are made to trainees.

In spite of these courses, the proportion of older workers undergoing training is very small in comparison with the number of older jobseekers. The percentage of older workers enrolled in 1965 and 1966 were: United States, 10 per cent; France, 3.9 per cent; United Kingdom, 13 per cent; The Netherlands, 7 per cent; and Sweden, 15.5 per cent.

Training Course Results

That older persons can be trained has been shown by the results of general training courses. But much more favourable results have been obtained from courses specially designed for older people. Some special requirements of older persons are:

Motivation. Older persons often have a fear of failure in learning. This fear must be overcome if success is to be realized. Best results in training have been achieved in courses run by companies for their older employees, because the morale of the older person is better if he is already employed and is not faced with the problem of finding a job on completion of training. Allowances should be generous enough to overcome resistance to taking on a lengthy training program. Surveys show that, in different countries, allowances may vary from 35 per cent to 90 per cent of weekly wages.

Meeting intellectual difficulties. Older people may have difficulty in absorbing certain types of training, because they need to reconcile new ideas with their own experience. Hence, complex material should be broken into component parts and the student should be allowed to work at his own pace.

Overcoming educational limitations. Rising standards of education in all OECD countries over the past few decades have, by comparison, resulted in a generally lower standard of education for older persons. In some OECD countries, they can attend courses to upgrade their basic education and to establish patterns of learning. Laboratory studies have shed some light on the relationship between age, intelligence and learning ability. "Able people who preserve their abilities by intellectual exercise may show little mental deterioration through adult life and will retain their ability to learn to a marked degree. Thus it appears that the ability to learn is a skill which, like all skills, is maintained with practice and deteriorates with disuse."

Successful Training Programs

Successful training programs have been conducted by the General Post Office of Great Britain for postal sorters; by the Port of New York Authority which runs a variety of courses, including a basic essential skills course by which 6,000 men were trained in 1967; by the French Railways for the training of drivers on conversion from steam to electricity, and the resettlement of staff previously employed on the Algerian railways; and by the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada, which has courses at 144 different schools to upgrade the skills of its members (L. G. 1966, p. 655).

"There is thus a good deal of evidence that where courses are specially designed for them, very many older workers can be trained and retrained for work even above their present level of skill."

**Promoting the Placement of Older Workers*, published by OECD, Paris, and available from the Queen's Printer, Ottawa, or any Canadian Government Bookstore, prepaid $2.30.

ertification and Other Proceedings efore the Canada Labour Relations Board

Employee Representation Branch

he Canada Labour Relations Board for two days during December. It nted four applications for certification, cted two, and ordered one representa- vote. During the month, the Board ived four applications for certification allowed the withdrawal of two. The rd also received one application for cation of a previous certification.

lications for Certification Granted

General Truck Drivers' Union, Local International Brotherhood of Team- Chauffeurs, Warehousemen and pers of America on behalf of a unit of adian employees of the Buffalo and t Erie Public Bridge Authority, who k upon or in connection with the ration or maintenance of the Peace lge across the Niagara River between t Erie, Ont., and Buffalo, N.Y., U.S.A. G., Jan., p. 38) (Reasons for Judgment lished in L. G. Supplement No. 1, 3).

Tunnel and Rock Workers' Local Labourers' International Union of th America on behalf of a unit of ers employed in the Northwest Terri- es by Haste Mine Development Ltd., couver, B.C. (L. G., Jan., p. 38).

United Steelworkers of America, al 1037, on behalf of a unit of em- ees at Carmacks, Y.T., employed by nt Nansen Mines Limited, Van- ver, B.C. (L. G., Feb., p. 102).

Canadian Brotherhood of Railway, nsport and General Workers on be- of a unit of deck hands employed by Towing Service Limited, North couver, B.C. (L. G., Feb., p. 102).

lications for Certification Rejected

Beverage Dispensers, Hotel Service, nary and Restaurant Employees' on, Local 579, applicant, and Pine t Hotel, Pine Point, N.W.T., respon- (L. G., Dec. 1967, p. 752). The ication was rejected because it was supported by a majority of the em- ees in a representation vote conducted he Board.

2. Brotherhood of Locomotive Firemen and Enginemen, applicant, The Chesapeake and Ohio Railway Company, St. Thomas, Ont., respondent, and the Brotherhood of Locomotive Engineers, intervener (L. G., Oct. 1967, p. 643). Following a public hearing, the application was rejected because the Board found it to be premature in view of the Board's conclusion that June 22, 1967, was the effective date of a collective agreement between the railway and the intervener.

Representation Vote Ordered

General Drivers, Warehousemen and Helpers, Local 979, and Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, Empire Freightways Limited, Toronto, Ont., respondent, and Canadian Brotherhood of Railway, Transport and General Workers, intervener. The application affected employees of the company working in and out of its terminals at Saskatoon and Regina in Saskatchewan, and Winnipeg in Manitoba. The Board directed that the names of the applicants and of the intervener appear on the ballot (Returning Officer: A. E. Koppel).

Applications for Certification Received

1. Asbestos Workers' Union, Local 1612, CLC, on behalf of a unit of employees of Outfitters Incorporated Limited, Corner Brook, Nfld., engaged in the loading and unloading of ships (Investigating Officer: W. J. Gillies). (For withdrawal of earlier application affecting same unit of employees, see L. G., Jan., p. 38).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

2. Cape Breton Projectionists' Union, International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Local 848, Sydney, Glace Bay and New Glasgow, N.S., on behalf of a unit of radio announcers employed by CHER Broadcasters Ltd., Sydney, N.S. (Investigating Officer: D. T. Cochrane).

3. Cartage & Miscellaneous Employees' Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America on behalf of a unit of drivers and helpers employed by Camirand Cartage Limited, Ville St-Pierre (Montreal), Que. (Investigating Officer: G. R. Doucet).

4. *Le Syndicat National des Employés de C.K.C.H. (CSN)* on behalf of a unit of employees of *La Compagnie de Radiodiffusion C.K.C.H. de Hull (Limitée)*, Hull, Que. (Investigating Officer: J. Coallier).

Applications for Certification Withdrawn

1. Airwest Employees' Association, applicant, Airwest Airlines Ltd., Vancouver Airport, B.C., respondent, and Canadian Brotherhood of Railway, Transport and General Workers, intervener.

2. Transport Drivers, Warehousemen, and Helpers' Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Quirion Transport Inc., La Guadeloupe, Que., respondent.

Application for Revocation Received

D. N. Cooper, *et al.*, applicants, Professional Transport Workers' Union of Canada, respondent union, and Grimshaw Trucking & Distributing Ltd., Edmonton, Alta., respondent employer. The application is for the revocation of the Board's order of August 11, 1967, certifying the respondent union as the bargaining agent for a unit of drivers and other employees of Grimshaw Trucking & Distributing Ltd. (L. G., Nov. 1967, p. 696).

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation and Arbitration Branch

During December, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. Central Mortgage and Housing Corporation ("Cloverdale Park" Apartments, Pierrefonds, Que.) and *Le Syndicat National des Employés de S.C.H.L.* (*CSN*) (Conciliation Officer: G. R. Doucet).

2. Central Mortgage and Housing Corporation ("Terrasse St-Michel," Ville St-Michel, Que.) and *Le Syndicat National des Employés de S.C.H.L.* (*CSN*) (Conciliation Officer: G. R. Doucet).

3. Central Mortgage and Housing Corporation ("St-Georges Gardens" Apartments, Pointe-aux-Trembles, Que.) and *Le Syndicat National des Employés de S.C.H.L.* (*CSN*) (Conciliation Officer: G. R. Doucet).

4. Central Mortgage and Housing Corporation ("Park Royal" Apartments, Ville St-Laurent, Que.) and *Le Syndicat National des Employés de S.C.H.L.* (*CSN*) (Conciliation Officer: G. R. Doucet).

5. Central Mortgage and Housing Corporation ("Pie IX" Apartments, Ville St-Michel, Que.) and *Le Syndicat National des Employés de S.C.H.L.* (*CSN*) (Conciliation Officer: G. R. Doucet).

6. Central Mortgage and Housing Corporation ("Terrasse Belleville," St-Vincent-de-Paul, Que.) and *Le Syndicat National des Employés de S.C.H.L.* (*CSN*) (Conciliation Officer: G. R. Doucet).

7. Central Mortgage and Housing Corporation ("Le Domaine Estria Pavillon Mercier," Montreal, Que.) and *Le Syndicat National des Employés de S.C.H.L.* (*CSN*) (Conciliation Officer: G. R. Doucet).

8. Westward Shipping Ltd., Vancouver, B.C. and Canadian Merchant Service Guild (Conciliation Officer: D. S. Tysoe).

9. Canadian Arsenals Limited (Small Arms Division), Long Branch, Ont., and District 6, United Steelworkers of America (Conciliation Officer: T. B. McRae).

10. Channel Seven Television Limited (CJAY), Winnipeg, Man., and National Association of Broadcast Employees and Technicians (Conciliation Officer: A. E. Koppel).

11. Ottawa Transportation Commission and Division 279, Amalgamated Transit Union (Conciliation Officer: J. S. Gunn).

12. Canadian Coachways Ltd., Edmonton, Alta., and Division 1374, Amalgamated Transit Union (Conciliation Office D. S. Tysoe).

13. Canadian Pacific Air Lines Limit (technician group IV, lead port stewa and port steward, planning clerk II a III, clerk I to IV and librarian), Va couver International Airport, and Lod 764, International Association of Machi

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board established under the Act as successor to t Wartime Labour Relations Board to a minister provisions concerning: the certifi tion of bargaining agents; the writing provisions — for incorporation into coll tive agreements — that fix a procedure the final settlement of disputes concerning t meaning or violation of such agreements; a the investigation of complaints referred tc by the Minister that a party has failed bargain collectively and to make every reas able effort to conclude a collective agreeme

Copies of the Industrial Relations a Disputes Investigation Act, the Regulati made under the Act, and the Rules of P cedure of the Canada Labour Relations Bo are available upon request to the Departm of Labour, Ottawa.

Proceedings under the Industrial Relati and Disputes Investigation Act are repor here under two headings: 1. Certification a Other Proceedings Before the Canada Lab Relations Board; and 2. Conciliation a Other Proceedings Before the Minister Labour.

Industrial Relations Officers of the Dep ment of Labour are stationed at Vancou Winnipeg, Toronto, Ottawa, Montreal, Fr ericton, Halifax and St. John's, Newfou land. The territory of the officers resid in Vancouver comprises British Columb Alberta and the Yukon and Northw Territories; officers stationed in Winni cover the provinces of Saskatchewan a Manitoba and Northwestern Ontario; offic resident in Toronto confine their activities Ontario; officers in Montreal are assigne the province of Quebec; and officers resid in Fredericton, Halifax and St. John's re sent the Department in the Atlantic Provin The headquarters of the Conciliation Arbitration Branch and the Employee R resentation Branch are in Ottawa.

and Aerospace Workers (Conciliation
icer: D. S. Tysoe).
4. Tank Truck Transport Limited,
ple, Ont., and International Union of
strict 50, United Mine Workers of
erica (Conciliation Officer: T. B.
Rae).
5. Cassiar Asbestos Corporation
inton Creek Operation) Dawson City,
T., and Local 564, United Steelworkers
America (Conciliation Officer: C. M.
lmour).
6. D. S. Scott Transport Limited,
ncouver, B.C., and Locals 31, 938, 106,
and 91, International Brotherhood of
amsters, Chauffeurs, Warehousemen
Helpers of America (Conciliation
icer: D. H. Cameron).
7. Gill Interprovincial Lines Limited,
rth Burnaby, B.C., and Locals 31, 362
979, International Brotherhood of
amsters, Chauffeurs, Warehousemen
Helpers of America (Conciliation
icer: D. H. Cameron).
8. Midland Superior Express Limited,
xdale, Ont., and Local 938, Inter-
tional Brotherhood of Teamsters,
auffeurs, Warehousemen and Helpers
America (Conciliation Officer: T. B.
Rae).
9. Northern Telephone Limited, New
keard, Ont., and District 10, Com-
nications Workers of America (Con-
ation Officer: H. A. Fisher).

ttlement by Conciliation Officer

Anvil Mining Corporation, Whitehorse,
T., and Local 1051 of the United Steel-
rkers of America (Conciliation Officer:
M. Gilmour) (L. G., Jan., p. 39).

nciliation Boards Appointed

. McAllister Towing Ltd., Montreal,
e., and Canadian Marine Officers'
ion (L. G., Feb., p. 104).
. National Harbours Board, Montreal
rbour, and National Syndicate of Mon-
al Harbour Office Employees (L. G.,
b., p. 104).

nciliation Boards fully Constituted

. The Board of Conciliation and
estigation established in November to
l with a dispute between Robin Hood
ur Mills, Ltd., Port Colborne, Ont.,
United Packinghouse, Food and
ied Workers, Local 416 (plant em-
yees) (L. G., Feb., p. 104), was fully
stituted in December with the appoint-
nt of R. G. Geddes of Toronto, as
airman, Mr. Geddes was appointed
the Minister on the joint recommenda-
of the other two members of the
ard, company nominee Colin A.
rley, Toronto, and union nominee
urice Keck, Port Colborne.
. The Board of Conciliation and
estigation established in November to
l with a dispute between Canadian National Railways (Atlantic, St. Lawrence, Great Lakes, Prairie and Mountain Regions and Newfoundland) and Brotherhood of Locomotive Firemen and Enginemen (L. G., Feb., p. 104), was fully constituted in December with the appointment of Judge René Lippé of Montreal, as Chairman. Judge Lippé was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominees R. V. Hicks, Q.C., Toronto, and Maurice W. Wright, Q.C., Ottawa.

Board Report Received*

Canadian National Hotels Limited (Bessborough Hotel, Saskatoon, Sask.) and Canadian Brotherhood of Railway, Transport and General Workers (L. G., Jan., p. 39).

Strike Terminated

McCabe Grain Company, Edmonton, Alta., and Local 987, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (strike terminated December 4, 1967, but no agreement was signed) (L. G., Feb., p. 104).

AFL-CIO Convention

Continued from page 139

of the AFL-CIO president or the executive council.

In the field of labour relations and internal Federation activities, the convention expressed itself in these ways:

- cited gains in AFL-CIO membership as fresh evidence that American workers recognized that trade unionism and collective bargaining provided the surest machinery for economic and social progress;
- pledged full support for the continuing campaign to organize farm workers;
- called for a presidential executive order to establish the policy that wilful and repeated violators of the National Labour Relations Act shall not be given federal contracts;
- urged basic changes in the NLRA, including repeal of Section 14(b) (L. G., 1966, p. 459) that allows "right-to-work" laws; ending of delays in handling unfair labour practices cases; and correction of the procedure governing the issuance of mandatory court orders;
- reaffirmed strong opposition to compulsory arbitration;
- backed the eventual establishment of a labour college, starting as a training institute for union officers and staff (a study of the feasibility of the scheme is under way);
- pledged labour's support to its community services program, and called for the increased participation of unions and union members in the voluntary health and welfare field; and
- reaffirmed the long-standing policy that all applications for affiliation with the AFL-CIO should be considered by the council in the light of Federation policies and standards.

Regarding national action by government, the convention:

- outlined a plan of action by Congress to protect the health, safety and buying power of the American consumer;
- called for an expansion of the war on poverty by Congress and the Administration, and by labour at the local level;
- reaffirmed its conviction that the American economy could support an extension of social advances at home, while meeting the needs of the war in Vietnam;
- expressed its determination that full equality must be attained for all minority groups in all aspects of American life;
- called for a comprehensive national health insurance program;
- urged a more determined campaign on air and water polution;
- assailed extremists of both the right and the left as a continuing threat to American life;
- called for a massive national effort to provide good education for American youth, regardless of race, background or income;
- reaffirmed the need for minimum federal standards for unemployment insurance and workmen's compensation because of inadequate state laws;
- urged that a national effort be made to humanize technological change so as to alleviate the damage and disruption caused by automation;
- urged important improvements in social security benefits and public assistance programs;
- cited the need for enactment of legislation setting out a comprehensive national manpower policy coupled with full employment, making the government the employer of last resort;
- called again for an increase in the minimum wage to $2 an hour, coverage for all workers, and a 35-hour workweek; and
- passed a number of resolutions dealing with international affairs and foreign policy.

George Meany was unanimously elected for his seventh term as President of the Federation, and William F. Schnitzler was re-elected Secretary-Treasurer. The 27 members of the executive council were elected by a unanimous vote, three of them for the first time.

*Full text published in L.G. Supplement No. 8, 1967.

Legal Decisions Affecting Labour

The Supreme Court of Canada has ruled that an employee has a right to be heard in arbitration proceedings under a collective agreement affecting his status as an employee.

The Nova Scotia Supreme Court has ruled that a writ of **certiorari** is not available to challenge a decision of an arbitration board constituted under a collective agreement governed by the federal Industrial Relations and Disputes Investigation Act.

Legislation Branch

The Supreme Court of Canada, by a majority decision on November 27, 1967, allowed an appeal from the decision of the Ontario Court of Appeal, and thereby quashed an arbitration award under a collective agreement. The grounds were that denial to an employee (whose status as an employee was directly affected by arbitration) of the right to be heard and be represented at the hearing in his own right, as distinct from being represented by the union, which was taking a position adverse to his interests, amounted to the denial of natural justice.

Circumstances of Dispute

The Supreme Court of Canada considered an appeal from a judgment of the Court of Appeal of Ontario (L. G., Aug. 1967, p. 499) that dismissed an appeal from the order of Mr. Justice Grant of the Ontario High Court that had dismissed an application for *certiorari* to quash an arbitration award regarding a dispute under a collective agreement between Greening Metal Products and Screening Equipment Company, and Local 6266 of the United Steelworkers of America.

In his reasons for judgment, Mr. Justice Hall, reflecting the majority opinion of the Supreme Court, recalled briefly the circumstances of the dispute. The appellant, Hoogendoorn, became an employee of Greening Metal Products and Screening Equipment Company in September 1955. On June 27, 1962, Local 6266, United Steelworkers of America, was certified by the Ontario Labour Relations Board as the sole and exclusive bargaining agent representing the company's employees.

In December 1962, the union and the company entered into a collective agreement that provided for a checkoff of union dues. On March 18, 1965, a new collective agreement was concluded, and it provided for the compulsory deduction of union dues.

Hoogendoorn had informed the company that he and two other employees could not join or financially support the union because of political and religious convictions. Following this, on March 22, 1965, the company dismissed Hoogendoorn and the two other employees. On April 5, 1965, the company reinstated Hoogendoorn, following a protest from his solicitors who, alleging that the dismissal was unlawful, threatened a legal action for reinstatement and damages. The two other employees had apparently accepted their dismissal and left the company. The situation remained unchanged until September 1, 1965, when Art. V of the collective agreement of March 18, 1965 was amended as follows:

> 5.01 During the term of this Agreement the Company agrees to deduct union dues or a sum equivalent to union dues as certified by the Union to be currently in effect according to the Constitution of the International Union from the wages of each employee, who has authorized such deduction, on the second payday of each calendar month and to remit the amounts so deducted to the International Secretary-Treasurer of the United Steelworkers of America.
>
> 5.02 As a condition of their continued employment, all present employees shall, on or before the 15th day of September, 1965, and all future employees shall, within 30 days following their employment, be required to execute and deliver to the Company an authorization for deduction of the union dues, or an amount equivalent to the regular monthly dues paid by members, as the case may be. Such authorization may be revoked by an employee by giving written notice to the Company and the Union within the 30-day period prior to the termination date of the contract.

Following this amendment, Hoogendoorn's solicitors had taken the position that, even as amended, Art. V of the collective agreement did not apply to him — and they so notified the company and the union. The company and the union subsequently agreed not to enforce the amendment until March 17, 1966, the expiry date of the collective agreement of March 18, 1965. As no notice of termination had been given under Art. XXVII, however, the collective agreement continued in force after March 17.

Arbitration Proceedings

As of March 17, 1966, Hoogendoorn still refused to sign any authorization required by Art. 5.01 and 5.02 of the agreement regarding the deduction of union dues. Other employees objected to Hoogendoorn's continued employment and went on a "wildcat" strike that started on March 18, 1966 and continued to March 25, 1966. To break the impasse the company and the union agreed to submit the matter to arbitration. On March 22, 1966 the union submitted in writing the following grievance:

> It is the Union contention that

March 18, 1966, the Company did violate Article V, Section 5.02 of the Current Collective Agreement as amended on September 1st, 1965.

Mr. Justice Hall noted that the company ıd the union did not follow the grievance ocedure as provided in Art. VIII of the llective agreement; instead, they enter- into an agreement that read, in part, as llows:

The parties appearing at this hearing re the dispute covered in grievance dated March 22, 1966 have mutually agreed to waive the grievance procedure as outlined in the collective agreement, and to waive a Board of Arbitration, and instead submit this matter to a sole arbitrator whose authority will be the same as that of a Board of Arbitration under the collective agreement.

With reference to this agreement, Mr. ıstice Hall quoted the following statement made by Mr. Justice Wells, who had ssented from the majority judgment of e Ontario Court of Appeal:

It was argued also that this was a policy grievance, and as such the only parties concerned were the union and the employer company. In my opinion the hearing was not a policy grievance at all. The provisions of Articles 7 and 8 were completely disregarded, particularly section 8.04 which provides: No matter may be submitted to arbitration which has not been properly carried through all previous steps of the Grievance Procedure.

The arbitration before us can only be described as an *ad hoc* body set up by the union and employer to solve the situation created by the unlawful strike caused by Hoogendoorn's continued employment. If there was a power to do this it must be justified under Part 26, Section 26.01, which is as follows: The parties reserve the right to amend and supplement this Contract by mutual agreement at any time during the duration thereof.

Like Mr. Justice Wells, Mr. Justice all was of the opinion that, on the facts, e arbitration proceeding was obviously med entirely at securing Hoogendoorn's smissal. The arbitrator also correctly ıderstood the situation, because he conuded his award by saying: "If Mr. oogendoorn fails to comply, then I rect that the Company exercise its ›wers as an employer and discharge m."

Mr. Justice Hall noted that the majority the Court of Appeal recognized the ıpropriety of this direction, and ordered at it be deleted from the award. But, at e same time, it was held that this direcon was severable, and that the award uld be amended by its deletion — and so amended, should be upheld. On this pect of the case, Mr. Justice Hall quoted with approval the following statement made by Mr. Justice Wells:

> In my opinion, there might be some weight to this point of view if the proceedings before the learned arbitrator had proceeded as an impersonal interpretation of the agreement without reference to any individual. One has only to look at the learned arbitrator's reasons, however, to realize that this was not the case. He dealt exclusively with Hoogendoorn's case and any reference to general principles as unrelated to Hoogendoorn, in my opinion, was coincidental.

Employee Not Represented

In the opinion of Mr. Justice Hall, the arbitrator correctly understood that he was adjudicating upon Hoogendoorn's continued employment and nothing else. The proper understanding of the arbitrator's function in the *ad hoc* arbitration proceeding led him inevitably to order Hoogendoorn's dismissal. Mr. Justice Hall stated further that the arbitration between the union and the company was unnecessary, because both parties fully understood and agreed that the collective agreement required Hoogendoorn to execute and deliver to the company a proper authorization form for the deduction of the monthly union dues that were paid by members of the union. Both the company and the union wanted him to do so.

Consequently, in the opinion of Mr. Justice Hall, there was no need for arbitration to determine that Hoogendoorn was required to do so. As both parties knew that Hoogendoorn was adamant in his refusal, the arbitration proceeding was aimed at getting rid of him as an employee because of his refusal either to join the union or pay union dues. Mr. Justice Hall reached the conclusion that Hoogendoorn was not represented by the union in the arbitration proceedings because the union actively took a position completely adverse to him and wanted his dismissal.

Denial of Natural Justice

Mr. Justice Hall came to the conclusion that, considering the circumstances of the case at bar, it was improper for the arbitrator to proceed with arbitration in Hoogendoorn's absence.

The issue in the case at bar was whether the requirement of natural justice was satisfied by arbitration proceedings being conducted in Hoogendoorn's absence and without notice to him. On this issue, Mr. Justice Hall fully agreed with Mr. Justice Wells when he said: "The requirements that natural justice should be done is a fundamental one in our jurisprudence and I think may be succinctly stated by quoting from the opinion of the Judicial Committee of the Privy Council in the case of *University of Ceylon v. Fernando*, reported in (1960) 1 All E.R. 631. This was a case of a student accused of cheating at examinations and the Judicial Committee examined the problem at some length. Lord Jenkins, expressing the reasons for the report by the Committee, made the following observations at page 638, which I would respectfully adopt.

"The last general statement as to the requirements of natural justice to which their Lordships would refer is that of Harman, J., in *Byrne v. Kinematograph Renters Society Ltd.* (1958) 2 All E.R. 579 at p. 599, of which their Lordships would express their approval. The learned judge said this:"

> What, then, are the requirements of natural justice in a case of this kind? First, I think that the person accused should know the nature of the accusation made; secondly, that he should be given an opportunity to state his case; and, thirdly, of course, that the tribunal should act in good faith. I do not think that there really is anything more.

"As I have indicated, these observations apply in my opinion to the circumstances revealed in this case. Without questioning anyone's good faith, I am of the opinion that Hoogendoorn, under all the peculiar circumstances, which I have indicated, was entitled to be heard and with respect. I differ from the view that part of the learned arbitrator's decision can be deleted and that what is left is a proper adjudication of the problem, without any intervention by Hoogendoorn."

Appeal Allowed

The Supreme Court of Canada, by a majority decision (with Justices Judson and Ritchie dissenting), allowed the appeal and quashed the arbitration award on the ground of denial of natural justice, because the arbitration proceedings were conducted in Hoogendoorn's absence and without notice to him; and because Hoogendoorn, whose status was being affected by the hearing, was entitled to be represented in his own right as distinct from being represented by the union, which was taking a position adverse to his interests.

Hoogendoorn v. Greening Metal Products and Screening Equipment Company et al. 67 CLLC, para. 14,064.

NOVA SCOTIA SUPREME COURT

On September 1, 1967, Mr. Justice Coffin, of the Nova Scotia Supreme Court, dismissed an application for a writ of *certiorari* to quash an award of an arbitration board constituted under a collective agreement governed by the federal Industrial Relations and Disputes Investigation Act, on the ground that such a board is not a statutory body to which by statute

the parties must resort, but rather a private arbitration whose award is not subject to review by the court on *certiorari*. Mr. Justice Coffin held further that this ruling could not be affected by the absence of any other remedy, even where the allegation of a denial of natural justice had been made.

Circumstances of Dispute

As the result of an accident that occurred on September 17, 1966, the Cumberland Railway Company (Sydney and Louisbourg Division) dismissed three employees, of whom one was a conductor and another a rear-end brakeman. The two employees in question contended that their dismissal was wrongful, and they claimed reinstatement with full pay. To resolve the employees' grievances, an arbitration board was constituted under a collective agreement between the Cumberland Railway Company and Lodge 684 of the Brotherhood of Railroad Trainmen.

The board was composed of the nominees of the union and of the company, with a chairman, Charles J. O'Connell, Q.C., of Sydney, appointed by the Minister of Labour of Canada. The meetings of the board were held in February and March 1967, and on April 10, 1967 the arbitration board, by a majority decision of the chairman and the union's appointee, ruled that there was insufficient cause for dismissal of two employees, namely, the conductor and the brakeman, and ordered their reinstatement with back pay.

Another relevant aspect of the case, as related by Mr. Justice Coffin in his reasons for judgment, was the fact that, in October 1966, the two employees in question were notified by the insurance officer of the Unemployment Insurance Commission that their claim for benefits had been examined, and that the payments of unemployment benefits from September 25 to October 15, 1966 would be suspended. This decision was appealed to the board of referees of the Unemployment Insurance Commission which, on December 12, 1966, filed a decision that concluded, in the cases of both claimants:

> After reviewing all the circumstances, the Board is of the opinion the claimant did not lose his employment by reason of his own misconduct.

The chairman of this board was Mr. O'Connell.

Following the ruling of the majority of the arbitration board, the company applied for a writ of *certiorari* to quash the decision of the board on the ground that Charles J. O'Connell, Q.C., as chairman of the arbitration board, "was unable to bring to his duties as such chairman an impartial and unbiased mind."

Certiorari and Non-statutory Board

Examining the question at bar, Mr. Justice Coffin considered first whether the company was aware during arbitration proceedings that Mr. O'Connell acted as chairman of the board of referees. After reviewing the available evidence, Mr. Justice Coffin concluded that it had not been clearly established that the company was informed of Mr. O'Connell's participation on the board. He thought, however, that the decision of the court should not turn on that point.

To Mr. Justice Coffin, two issues were relevant in the case at bar: 1. Has the Court jurisdiction to grant *certiorari* regarding the proceedings of the arbitration board in question? 2. Do the facts themselves justify the granting of *certiorari?*

The jurisdictional objection to the granting of *certiorari* in the case at bar was based on the decision of the Supreme Court of Canada in *Howe Sound Co. v. International Union of Mine, Mill, & Smelter Workers (Canada), Local 663* (L.G. 1962, p. 952). This case dealt with an arbitration board established under a collective agreement pursuant to Sec. 22 of the British Columbia Labour Relations Act. Sec. 22 (1) of the Act reads:

> 22(1) Every collective agreement entered into after the commencement of this Act shall contain a provision for final and conclusive settlement without stoppage of work, by arbitration or otherwise, of all differences between the persons bound by the agreement concerning its interpretation, application, operation, or any alleged violation thereof.

In his reasons for judgment, Mr. Justice Cartwright had quoted the reasons of Mr. Justice Tysoe of the British Columbia Court of Appeal (L.G. 1962, p. 72) for not granting *certiorari* in the circumstances existing in the *Howe Sound* case.

> *Certiorari* does not lie against an arbitrator or arbitration board unless the arbitrator or board is a statutory arbitrator or statutory board; that is, a person or board to whom by statute the parties must resort. Prerogative writs of *certiorari* and prohibition do not go to ordinary private arbitration boards set up by agreement of parties . . . We must, therefore, decide whether this Arbitration Board is a private arbitration body set up by agreement, or a statutory board.

The distinction between a "private arbitration body set up by agreement" and a "statutory board" was made clear by Mr. Justice Cartwright by contrasting the *Howe Sound* case with *Re International Nickel Co. of Canada Ltd. & Rivando* (L.G. 1956, p. 1155). Mr. Justice Coffin quoted Mr. Justice Aylesworth, who, in the *Rivando* case, stated with reference to the Labour Relations Act of Ontario that:

> ". . . in this Province there is statutory compulsion to bargain in good faith and as a result of such bargaining, a collective agreement comes into being between the parties.
>
> "Section 32(1) provides: 'Every collective agreement shall provide for the final and binding settlement by arbitration, without stoppage of work, of all differences between the parties arising from the interpretation, administration or alleged violation of the agreement including any question as to whether a matter is arbitrable.'
>
> "Consideration of these statutory provisions makes it abundantly clear that the parties are under compulsion to arbitrate their differences. The parties are directed by statute as to the matters which must be governed by arbitration; . . .
>
> ". . . it seems to me that the element and degree of compulsion inherent in the Labour Relations Act regarding arbitration of industrial disputes establishes the instant Board of Arbitration as a statutory Board. If this be so, then admittedly *certiorari* may issue to it from this Court. . . ."

Whereas Sec. 22(1) of the British Columbia Act provides for "arbitration or otherwise," Mr. Justice Coffin noted that, in Sec. 32(1) of the Ontario Act, the words "or otherwise" do not appear.

Regarding the case at bar, Mr. Justice Coffin commented that Sec. 22(1) of the British Columbia Act and Sec. 19(1) of the federal Industrial Relations and Disputes Investigation Act are "almost identical." Sec. 19(1) reads:

> 19(1) Every collective agreement entered into after the 1st day of September 1948, shall contain a provision for final settlement without stoppage of work, by arbitration or otherwise, of all differences between the parties to or persons bound by the agreement or on whose behalf it was entered into concerning its meaning or violation.

He pointed out, however, that Sec. 19(1) does differ from the Ontario section (i.e. 32(1)) by including the words "or otherwise."

Mr. Justice Coffin cited recent cases that strongly indicated that *certiorari* would not lie in the case of arbitration under the federal Industrial Relations and Disputes Investigation Act, i.e. *Re Etmanski and Taggart Services Ltd.* (L.G. 1966, p. 378); *Re Oil, Chemical & Atomic Workers International Union, Local 9-14 and Polymer Corporation Ltd.* (L.G. 1966, p. 592).

In the *Etmanski* case, Mr. Justice McGillivray of the Ontario High Court also stated:

> [Sec. 19 of the I.R.D.I. Act] is both comprehensive and clear and on its face appears to provide a complete code for the settlement of industrial disputes which come within its jurisdiction.

n the case at bar, Mr. Justice Coffin n turned to consideration of the ar- nent on behalf of the company: that matter raised in its application for *tiorari* involved a breach of natural tice, because of the presence of Mr. Connell on the arbitration board, and t when such a breach arose, the fact t no other remedy exists made it arent that *certiorari* must lie, and that this point the circumstances of the e at bar were clearly distinguishable m those of the *Howe Sound* case, ere the court noted that the parties have other remedies than *certiorari*. his argument were accepted, the *Howe nd* case would have no application. rejecting this argument, Mr. Justice ffin stated:

My difficulty is this: if, in fact, the rbitration board whose ruling is now nder attack, is not a statutory body lue to the wording of Sec. 19(1) of the ndustrial Relations and Disputes In- estigation Act, how then can I assume urisdiction to grant *certiorari*, merely ecause Parliament has excluded other emedies, if in fact it has? I agree that uch exclusion is indicated by the *Etmanski* case *supra*.

It appears to me that once one ccepts the principle of the *Howe Sound* ase that the arbitration board in uestion is not a statutory body, the urisdiction is lacking and the question f the exclusion of other remedies will ot of itself give jurisdiction to a body vhich has none under the authorities.

n conclusion, Mr. Justice Coffin quoted ensively from the British case of *R. v. tional Joint Council for the Craft of ital Technicians* (*Disputes Committee*) 53] 1 Q.B. 704, where Chief Justice rd Goddard offered some basic reason- behind the jurisdictional objection to nting *certiorari* or prohibition in the e of non-statutory tribunals:

. . . the bodies to which in modern es the remedies of these prerogative ts have been applied have all been utory bodies on whom Parliament has ferred statutory powers and duties ch, when exercised, may lead to the riment of subjects who may have to mit to their jurisdiction. . . .

Where . . . the tribunal were a body whom a great many powers had been ferred by Act of Parliament, it is ntial that the courts should be able to trol the exercise of their jurisdiction ctly within the limits which Parliament conferred upon them. But that is quite lifferent thing from saying that an itrator can be controlled by this court means of an order of *certiorari* or hibition because, although the arbi- or is going to settle the dispute between parties, in one sense he is the antithesis court. A person goes to arbitration because he does not want to go to court. Therefore, he sets up his own private judge to decide the case; but the arbitrator is not deciding it as a judge, he is deciding it as an arbitrator. . . .

". . . There is no instance of which I know in the books where *certiorari* or prohibition has gone to any arbitrator except a statutory arbitrator, and a statutory arbitrator is a person to whom by statute the parties must resort.

"For these reasons, I think that it would be a great departure from the law relating to prerogative writs if we were to apply these remedies to an ordinary arbitrator, whether the arbitrator is a single arbitrator or a body of men who are called a council . . . ."

In view of the strength of opinions expressed in the case law, Mr. Justice Coffin felt bound to refuse the application for *certiorari* and upheld the arbitration award.

Regina v. O'Connell et al., Ex parte Cumberland Railway Co. (1967) 64 DLR (2d) p. 97.

Search for Ways and Means

Continued from page 148

lations matters should be very helpful to all parties. It certainly should give us a better idea of what is bothering each party and also in what way the Department can be of better service to them."

As another positive step towards better understanding, he described the Department's basic information and research program. The Department conducts five nation-wide surveys on wage rates, working conditions, collective bargaining, union organizations and strikes. In addition, the Department carries out basic studies and analyses on various aspects of industrial relations and their connection with other economic activities.

Wage Information

"At present we are putting special emphasis on wage information," said Dr. Schonning. "We feel there is far too little sound understanding about wages, and especially the role that they play in our economy."

If wages generally go up too fast or too slowly, cost and income are likely to impair production and employment. "In general, but of course within certain limits, strongly advancing wages support technological advancements, efficiency and stronger market demand," he said. "While we all agree that the share going to capital must be adequate, strongly advancing wages will give more support in maintaining growth of capital formation than when wages lag."

Dr. Schonning said that there is some indication that wages may have advanced too vigorously in the past two years. "One might also argue that they advanced too slowly in the three years previous to that, and that during that period, profits and the demand for investment rose too sharply in relation to wages."

Much has been stated, he said, about the impact that collective bargaining has on wages and price development. "There is considerable evidence suggesting that collective bargaining may add only marginally to wage advances that would obtain in the absence of collective bargaining."

When Demand Exceeds Supply

When management and union in a number of European countries agreed on annual wage increases, the speaker continued, they found that "wages drifted much higher than were agreed upon," demonstrating that demand for labour exceeded supply, a situation that will raise wages with or without unions. "This is a lesson in the economics of the labour market which we sometimes forget."

He asserted that he had "great doubt" about the ability of our work force, with more than 96 per cent employed, to adjust adequately to a 6-per-cent volume growth rate and still keep wages and prices from impairing our balance-of-payments position. "We may be able to do this in the future, but I don't think we are ready for it yet."

Tight labour markets, and reasonably good profit conditions, make management decisions very difficult, he said. Management has to decide if it can live with the cost arising from a union demand, or reject the demand and risk a strike.

"Apart from government keeping things in reasonable balance, unions and management can improve the collective bargaining decision process by giving more emphasis to longer-run objectives, and by facing and resolving common problems as they arise," he said.

"In the future, I can foresee a stage in collective bargaining when unions and management do not declare minor or major wars every one, two or three years in order to settle their differences, but that wages, working conditions, and job security problems will be dealt with whenever the need arises, and with very infrequent use of the strike weapon."

In conclusion, Dr. Schonning said: "The success of the collective operation will rest heavily . . . not only on governmental fiscal and monetary policies, but also on the ability of union and management to establish mature relations and positive attitudes towards ways of resolving conflict issues, and on the positive approach taken by government in finding imaginative ways of assisting, but not interfering with, those who have the prime responsibility of carrying out this important function."

Recent Regulations under Provincial Legislation

In the fall of 1967, the Provinces of Alberta, British Columbia and Manitoba passed new minimum wage orders.

The special minimum wage order providing for the payment of a learner's rate to women with less than eight weeks experience in the garment industry, on a permit system, has been re-introduced in Alberta, effective November 1, 1967 (Alta. Reg. 394/67, gazetted October 31). This order was first introduced in 1962 (Alta. Reg. 75/62) and cancelled, effective from April 1, 1966 (Alta. Reg. 13/66).

As a result, the inexperienced worker may be paid $1 an hour for the first four weeks of employment, and $1.15 for the second four weeks. The general minimum rate in Alberta has been $1.15 as of August 1, 1967 and $1.25 as of January 1, 1968.

No more than 25 per cent of the employees in an operation may be learners, except where there are fewer than four workers, in which case one may be inexperienced.

B.C. Minimum Wage Acts

The British Columbia Board of Industrial Relations, which issues individual orders for specific industries and occupations, is in the process of revising orders to increase male and female minimum wage rates.

As already reported (L. G., June and July 1967, p. 368 and 419), rates for office workers, the manufacturing and mercantile industries, hotels and catering, the laundry, cleaning and dyeing industries, the fishing industry (fish processing), and elevator operators and starters were increased in two stages to $1.25 an hour, effective from November 1, 1967. To extend minimum wage protection, a new order was introduced applying to almost all workers not otherwise covered. It, too, established a minimum rate of $1.25 an hour. Thus, British Columbia, through its separate orders, is well on the way to establishing the equivalent of a general $1.25 minimum rate.

The Board has also increased the minimum rates in a number of its orders covering classes of workers having special skills. As a result of these increases, which range from 35 to 50 cents an hour, the new hourly rates are as follows:

- in the construction industry, the rate for tradesmen is $2.50 and for other employees $1.65 (B.C. Reg. 212/67, gazetted September 14, effective October 2);
- machinists, moulders, refrigeration and sheetmetal trades must also receive a minimum of $2.50 (B.C. Reg. 213/67, gazetted September 14, effective October 16);
- in the automotive repair and gasoline service station industry, tradesmen must receive $2.50 and other workers $1.25 (B.C. Reg. 214/67, gazetted September 14, effective October 2);
- the minimum rate for electronic technicians is $2.00 (B.C. Reg. 223/67, gazetted September 28, effective October 30);
- in the boat-and shipbuilding industry, the rate for tradesmen is $2.25 and for others $1.65 (B.C. Reg. 232/67, gazetted October 12, effective November 27).

A number of categories of workers were exempted from the provisions of the Minimum Wage Acts: persons in a position of supervision or management, or employed in a confidential capacity (B.C. Reg. 215/67, gazetted September 14); part-time instructors employed by boards of school trustees and educational institutions (B.C. Reg. 224/67, gazetted September 28); and teachers, as defined in the Public Schools Act (B.C. Reg. 244/67, gazetted October 26).

Manitoba Employment Standards Act

The minimum wage regulations under the Manitoba Employment Standards Act have been amended to raise the minimum wage rate by stages, to repeal the section covering piecework rates, and to raise the minimum rate for learners.

For workers 18 years of age and over, the minimum is $1.10, effective December 1, 1967, and is to be increased by five cents on April 1, August 1, and December 1, 1968, to reach $1.25 on December 1, 1968. As of November 30, 1967, the minimum for workers under 18 is $1 an hour.

The 1965 provision, which states that employers who paid their workers on an incentive or piecework basis satisfied the minimum wage requirements if four fifths of the employees, other than learners, earned the equivalent of the minimum, has been repealed.

Inexperienced workers not covered b a learner's permit are to be paid 15 cen less than the minimum, but not less tha $1 an hour, for the first three months employment. They are to receive 5 cen less than the minimum for their secon three months of work, after which the fu minimum must be paid. The amendmen came into effect on December 1, 1967, Man. Reg. 116/67, gazetted October 28.

Insurance Registrations And Other UIC Statistics

On October 31, 1967, insurance boo or contribution cards had been issued 4,917,185 employees who had made co tributions to the Unemployment Insu ance Fund since April 1, 1967.

On the same date, registered employe numbered 396,380, an increase of 1,0 since September 30.

During October, there were 12,474 i vestigations conducted by enforceme officers across Canada. Of these, 9,5 were spot checks of claims to verify t fulfilment of statutory conditions, and 8 were miscellaneous investigations. T remaining 2,114 were investigations connection with claimants suspected making false statements to obtain benefi

Prosecutions were commenced in 3 cases, 117 against employers and 2 against claimants.*

Punitive disqualifications as a result claimants making false statements or m representations numbered 750.*

Revenue received by the Unemplo ment Insurance Fund in October totall $39,045,966.52 compared with $37,95 998.56 in September and $35,908,298. in October 1966.

Benefits paid in October totalled $1 493,858.32 compared with $15,771,587. in September and $12,336,003.05 in O tober 1966.

The balance in the Fund on October was $346,306,535.27 compared with $32 754,427.07 on September 30 and $24 462,697.83 on October 31, 1966.

*These do not necessarily relate to the inv tigations conducted during this period.

enefit Claimants in October xceed September Total

Unemployment Insurance
Pensions and Manpower Section
Dominion Bureau of Statistics

Claimants for unemployment insurance enefit numbered 242,500 on October 31. his exceeded by 15 per cent the 210,900 corded on September 29, 1967, and by per cent the 184,300 for October 31, 66. By comparison both with last month d with the same period one year ago, ales accounted for approximately three arters of the increase.

Half of the claimants reporting at the d of October 1967 were recorded as ing on claim from one to four weeks, d of these, almost 70 per cent were ales.

itial and Renewal Claims

A total of 114,900 initial and renewal aims for benefit were received in local fices across Canada during October, mpared with 82,700 in September and ,200 a year ago. About 95 per cent of e October claims represented separations om employment during the month.

eneficiaries and Benefit Payments

The average weekly number of bene-iaries during October was estimated 138,500 compared with 160,100 in ptember and 129,500 a year ago. Benefit ayments during October totalled $15.5 illion versus $15.8 million in September d $12.3 million in October 1966. The erage weekly payment was $24.86 for October, $24.62 for September and $23.82 for October 1966.

Provincial Data

Increases in the monthly total of claimants since September occurred in all provinces. The rate of increase in the Western Provinces was significantly greater than the overall rate of 15 per cent. The count increased by 28 per cent in Saskatchewan, 24 per cent in Alberta, and 27 per cent in British Columbia. In Saskatchewan, the number of male claimants increased more than 50 per cent. The proportion of male claimants in the Prairie Provinces continues to be below the national average.

Compared with October 31, 1966, the number of claimants decreased generally in the Atlantic Provinces, while increases occurred elsewhere. Ontario ranked first with an increase of 56 per cent. Among males, the increase in Ontario was 75 per cent, double the national rate. In Quebec, the number of male claimants increased by almost one half.

Although the claimant count remained unchanged in Ontario from September 30 to October 31, 1966, there was a 12-per-cent increase during this interval in 1967. Layoffs in the transportation segment of the manufacturing industry probably account for a large part of the increase this year.

Summary Table

Activity	*Oct. 1967*	*Sept. 1967*	*Oct. 1966*	*Cumulative Data 1968*	
				January to October	*12 months ending October*
		(in thousands)			
sured population as at month-end	—	4,616	4,538	—	—
itial and renewal claims filed					
Total	115	83†	86	1,353	1,757
Initial	79	56†	60	990	1,298
Renewal	36	26†	26	363	459
aimants currently reporting to local offices	242	211	184	357*	355*
eneficiaries (weekly average)	139	160	130	279*	261*
eeks compensated	623	641	518	12,049	13,543
enefit paid	$15,494	$15,772	$12,336	$306,178	$342,892
verage weekly benefit	$ 24.86	$ 24.62	$ 23.82	$ 25.41	$ 25.32

*Monthly average.
†Discrepancy between totals and subtotals is due to rounding.

Employment and Unemployment In December

Employment declined by 65,000 to 7,344,000 between November and December, but was 171,000 higher than a year ago.

The labour force, at 7,697,000 was 1,000 lower than in November, and 258,000, or 3.5 per cent higher than a year earlier.

Unemployment increased by 64,000 during the month from 289,000 in November to 353,000 in December, and was 87,000 higher than in December 1966.

Total unemployment in December represented 4.6 per cent of the labour force, compared with 3.6 per cent in December 1966, and 3.5 per cent in December 1965.

Employment

Employment, at 7,344,000, decreased by 65,000 between November and December.

Compared with a year earlier, total employment increased by 171,000 or 2.4 per cent. The largest advances were in community, business and personal service (120,000), and trade (59,000). Manufacturing employment was 45,000 lower than the year before, and construction employment declined to 18,000.

Employment was higher than a year earlier in British Columbia (7.7 per cent); in the other four regions, the employment gains ranged from 0.5 per cent in Quebec to 2.8 per cent in Ontario.

About 75 per cent of the 65,000 decline in employment between November and December was in agriculture. The larger-than-seasonal decrease during the month brought farm employment back to the level of a year earlier. The decrease of 17,000 in non-farm employment was slightly less than the average November-December decline during the past five years. Decreases during the month were chiefly in construction (41,000), and manufacturing (26,000). These declines were partly offset by a pre-Christmas increase of employment in trade (47,000).

Unemployment

Unemployment, at 353,000, was 64,000 higher than in November 1967, and 87,000 higher than in December 1966. Of the 353,000 unemployed, 278,000, or about 80 per cent, had been out of work for less than four months. Of the remainder, 42,000 had been unemployed from four to six months, and 33,000 for seven months or more.

Decision of the Umpire Under the Unemployment Insurance Act

CUB–2719

The claimant filed a renewal application for benefit, and registered for employment as a photographer. He stated that he had last worked as a day labourer in Montreal, at wages varying from $1.20 to $1.38 an hour, when he terminated his employment for the following reasons:

> Voluntarily, I felt that it was not paying enough. During the period I worked, I worked about 40 hours a week. I left to come to the Gaspé Peninsula where I hope to find work. No other work during the past six weeks. Unemployed since November 5, 1966.

The employer stated that the claimant had left his employment, because "we were unable to assure him of regular employment."

The insurance officer notified the claimant that he was disqualified from receiving benefits for about a one-month period, because he had "voluntarily left his employment without just cause" within the meaning of the Act.

The insurance officer made the following observations:

> According to the established jurisprudence, it is advisable, in the interest of all concerned, that if a claimant has the opportunity to work part time or reduced hours, he should keep on working until he finds other employment instead of being totally unemployed.

In his appeal to the Board of Referees, the claimant stated:

> It is not regular employment. This company hires by the day for other companies. Sometimes we work half a day and at other times one or two days for different companies. The employment office cannot provide us with regular employment on which we may live. I went to their office every day. Sometimes there is work, sometimes there is none. I therefore had to return home.

After the claimant's appeal to the Board, the local office employment officer made the following statement:

> During the period he worked for the company the claimant stated that he averaged 40 hours a week. The claimant left his employer because the future was uncertain. During the weeks following his departure, he could have worked full weeks, or not at all, or a day or two . . . .

The Board of Referees heard the appeal, and its majority decision reads, in part, as follows:

"Considering the Act and the jurisprudence, considering the facts on file, considering that the claimant admitted at the hearing of his appeal that he had not assured himself of other employment before leaving his employment with . . . ., the Board of Referees, the employees' representative dissenting, upholds the insurance officer's decision to suspend the payment of benefits to the claimant for a period of four weeks. The Board of Referees notes, however, that the claimant's employment with . . . was temporary and insufficiently remunerative. The claimant indeed stated that the work he did for various companies differed greatly from place to place, that he worked only one 40-hour week, and that the other weeks were much less remunerative. He had, as a matter of fact, to pay his own transportation, and it could take him from 1½ to 2 hours to travel from [the company that employed him] to his place of work. . . ."

The dissident member expressed the opinion that "the claimant had just causes to leave his employment" and added: ". . . I consider that the claimant did all he could to find employment . . ." by applying for work with various employers in and outside Montreal.

The claimant appealed to the Umpire on March 8, 1967.

Considerations and Conclusions

Nothing in the evidence shows that the employer, with respect to both the wages paid and other working conditions, did not meet his obligations to the claimant.

One of the reasons given by the claimant for leaving his employment is that he did not work full time. He was therefore free to look for work, a fact which supports the opinion expressed by the majority decision of the Board of Referees that he should have assured himself of other employment before being totally unemployed.

At the end of its majority decision, however, the Board of Referees outlined various reasons of a nature to attenuate considerably the seriousness of the action taken by the claimant . . . It does not seem that the Board of Referees realized that by imposing the same disqualification as the insurance officer, it had reduced the duration of the disqualification period by only one week. This is insufficient.

For this reason, while I confirm in principle the majority decision of the Board of Referees, I decide to reduce the duration of the disqualification period to two weeks . . . .

Wage Schedules Prepared In November

During November, the Department of Labour prepared 237 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 156 contracts in these categories were awarded. In addition, 189 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Post Office, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in November for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	131	$244,020.00
Post Office	3	55,563.9[illegible]
RCMP	7	232,608.00
Transport	5	29,640.9[illegible]

During November, the sum of $8,181.1[illegible] was collected from 13 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contracts. This amount is for distribution to the 269 workers concerned.

Cases Nos. 89 to 95

Canadian Railway Office of Arbitration Releases Decisions in Seven Disputes

The Canadian Railway Office of Arbitration dealt with eight disputes, Nos. 83 to 90, on November 13, 1967. The latter two are summarized below. The summaries of the remaining six hearings were reported in the February issue of the LABOUR GAZETTE on page 109. The two cases reported here concerned the disciplining and suspension of an engineer, and the claims of 15 trackmen for additional compensation.

On the following day, November 14, the Office of Arbitration considered an additional five disputes, which are summarized below.

Case No. 91 concerned the claim of a yard foreman for additional pay.

The remaining four cases, Nos. 92 to 95, were all connected with a strike staged by the Brotherhood of Railroad Trainmen against the Canadian Pacific Railway Company (Atlantic Region), between August 26, 1966 and September 2, 1966. In connection with the strike, a Board of Conciliation submitted its report on August 9. Its recommendations were not accepted by the brotherhood and, on August 22, the Board advised the company that a strike had been called to begin on August 26.

In these four disputes, the employees submitted claims to compensate for the cancellation of their regular assignments due to the scheduled strike action.

Summaries of cases Nos. 89 to 95 appear below.

CASE NO. 89

Dispute between the Canadian National Railways and the Brotherhood of Locomotive Engineers concerning a 30-day suspension that was assessed a locomotive engineer for insubordination.

The carman responsible for inspection of a train on which the grievor was the engineer requested the inspection control centre to arrange for him to set up the brakes to make an air brake test. Inspection control then communicated with the yardmaster, who in turn communicated with the engineer.

According to the engineer, in the original transmission by the yardmaster, the latter was not certain whether a setup or release of the train brakes was required. This resulted, the grievor claimed, in confusion in his mind as to the exact instructions.

No one contradicted the fact that the procedure for conducting a No. 1 air brake test in Toronto has, since the opening of the new electronic yard in February 1965, involved the relaying of signals by radio for a setup of the air brakes from a carman to an inspection control centre, then to the appropriate yardmaster, and finally to the engineman who applies the train brakes.

It was admitted by the company that, if the original signal to the engineer was unclear as alleged, he acted quite properly at that time in not responding to the signal. It was established, however, that within a few moments of receiving the first signal, the engineer was instructed by the yardmaster to apply the brakes. It was alleged that, at the same time, he was advised of the whereabouts of the carman. The engineer refused to set up the brakes on the basis that confusion existed as a result of the first signal. He demanded that the carman who had initiated the signal from the rear of the train was required at the engine before the brakes could be set.

The company alleged that nothing in the regulations or instructions applying to the conducting of air brake tests, and nothing in the Uniform Code of Operating Rules suggests that the engineer could demand the presence of the carman at the engine before he would apply the brakes.

It was stated that, when the engineer refused to set up the brakes on receiving the second signal from the yardmaster, the matter was reported to the general yardmaster, who in turn reported it to the trainmaster road foreman. He proceeded to the cab of the engine and asked the engineer if he had received instructions to set up the brakes. The engineer replied that he had, but that he would not apply the brakes until he had seen the carman. In his capacity as a supervisor of the Toronto yard, the trainmaster yard foreman then instructed the engineer to apply the train brakes. The engineer refused to do so, and he was advised that he was out of service.

The company submitted that the engineer admitted during an investigation that he had been informed by the yardmaster, when advised the second time to set up the train brakes, "that the carman was at the rear of the train waiting."

The brotherhood submitted that the procedure requires that an employee must be at the rear of the train to fulfil all the requirements of the rule.

The arbitrator noted that an examination of the rule disclosed no statement that a carman must be at the rear of the train before the brakes are set for the test. The requirement for the test shows that the air brake system in the train must be charged to within 15 pounds of standard air pressure, but to not less than 60 pounds for a freight train. While the air brake system is being charged, a carman examines the train from front to rear for leaks. He must ensure that the angle cocks, cutout cocks and retaining valve handle are in proper position, that the reservoir drain valves are closed, that the air hose is properly coupled, and that the hand brakes are fully released.

When the carman arrives at the rear of the train and is satisfied that the air brake system has been charged to the required amount by the caboose gauge indication, he initiates a signal to apply the brakes. The signal can be by hand directly to the engineer; it can be by hand to another carman or other employee, who in turn relays it to the engineer; it can be by radio to the engineer, or by radio to another employee who in turn relays it to the engineer.

Once the train brakes have been applied by the engineer, the carman proceeds from the rear of the train toward the engine, checking to see that brakes have been applied on each car and that brake piston travel is correct. When this inspection has been completed, a release signal is given to the engineer by the carman, who is standing in the immediate vicinity of the engine. Following the release of brakes, the carman returns along the train toward the rear end, and inspects each brake to see that it has properly released. He then communicates with the engineer either directly, if there is a portable radio available in the caboose, or relays the information through other employees, informing the engineman of the number of cars in the train, the number of functional brakes, and announcing completion of the No. 1 air brake test.

It was the principal contention of the brotherhood that a proper signal under the rule was never received—and, in fact was never given.

In a booklet issued by the CNR, headed "Rules for the Operation, Maintenance, Inspection and Testing of Air Brake and Communicating Signal Equipment on Motive Power, Cars, and Work Equip-

ment," it is stated: "Supervisors, inspectors, enginemen and trainmen are responsible for making the required tests in accordance with these rules."

The arbitrator was satisfied that, whatever doubt existed in the mind of the engineer when the original signal was given, this was clarified for him by the instructions he received from the trainmaster yard foreman, a supervisor. The arbitrator found that he should have complied with those instructions, and that nothing then existed that would permit him to invoke Rule 108 of the Uniform Code of Operating Rules in situations where doubt or uncertainty prevailed.

The company's presentation included a record of disciplinary action taken against the engineer since 1942. Although this evidence could not enter into the decision as to whether or not his conduct on this occasion was blameworthy, it could be considered with respect to the severity of the penalty imposed. The arbitrator was satisfied that the disciplinary action taken in the circumstances outlined was justified and that the penalty imposed was not unduly severe.

For these reasons the grievance was dismissed.

CASE NO. 90

Dispute between the Canadian Pacific Railway Company (Atlantic Region) and the Brotherhood of Maintenance of Way Employees concerning the claim of the brotherhood that all trackmen employed in extra gangs in yard terminals be compensated under wage agreement No. 14.

Two agreements covering the Maintenance of Way Employees were entered into between the brotherhood and the Railway Association of Canada, of which the company is a member.

Agreement 14 covers Maintenance of Way employees working in the track, bridge and building departments, for whom rates of pay are provided by schedule, as well as labourers in extra gangs "unless they are engaged practically the year round [and therefore] are not to be considered as coming under the schedule." Agreement 13 covers "extra gang labourers." who are defined as "employees working in temporary extra gangs," for whom rates of pay are provided in their agreement.

In this dispute, 15 sectionmen, who had been covered by agreement 14 and were laid off, and who then became members of a temporary gang working in the yards of the terminal, issued a claim for pay at sectionmen's rates of pay. In addition, the brotherhood extended the claim to ask that all sectionmen employed in extra gangs be paid at sectionmen's rates of pay.

The facts showed that the grievors were laid off because of a reduction in staff, and that they were then given preference of employment in order of seniority in the extra gang, in accordance with agreement 14.

The brotherhood charged that wages and working conditions established by wage agreement 13 were "grossly inadequate, unfair and unjust," and that the railway was trying to take advantage of the skill and training of [sectionmen who, by seniority, are assigned to vacancies or new positions considered to be of a seasonal nature] by abolishing their jobs and recruiting them in so-called extra gangs and subjecting them to the considerably lower wage rates and wholly inferior working conditions of wage agreement 13."

In summary, the brotherhood claimed that the laid-off sectionmen employed in extra gangs in the terminals should be paid sectionmen's rates of pay because:

- they are not the type of employees excluded from wage agreement 14 or contemplated to be covered by wage agreement 13;
- they are not the type of "large temporary extra gangs" contemplated in agreement 14;
- even if these are extra gangs, they are being used in violation of agreement 14;
- these gangs are covered by agreement 14; and
- the establishment of these gangs and similar gangs should be a matter of negotiation under agreement 14.

The company stated that a temporary extra gang was established for the purpose of changing rails, re-lifting temporary diversions, ballasting, removing rubbish from tracks, and snow removal. It said that this comprised some laid-off sectionmen who had exercised their seniority under agreement 14. One provision of that agreement reads:

> Section rates of pay shall not apply on large temporary extra gangs employed in ballasting and lifting track where new material has been distributed continuously along the line, re-laying rail out of face, lining and other work incidental to such ballasting and re-laying rail, or in other work too heavy for regular section gangs to perform.

The company claimed that it had never contended that the particular extra gang in question was a "large temporary extra gang" as contemplated in that provision. It submitted that a section of agreement 13 defines extra gang labourers as employees "working in temporary extra gangs, for whom rates of pay are provided in this agreement." That definition is not limited to large temporary extra gangs, the company said. It further claimed that, in establishing this extra gang, which these particular grievors joined when laid off, there was no violation of agreement 14, because this extra gang did not take the place of the regular section gang.

The company stated that the men concerned had worked on temporary extra gangs previously and were employed on section gangs at a later date, replacing regular sectionmen assigned as machine operators. When the regular sectionmen returned to the section gangs, they displaced the relief men, the latter then being set up in the extra gang.

The arbitrator noted that there were no job descriptions in either of these two agreements, beyond that mentioned above. There was no claim submitted on behalf of the 15 employees involved in this claim to the effect that they were laid off improperly as sectionmen. This being so, the arbitrator believed that the company apparently had the right to reduce the staff.

He said that these men then exercised their seniority rights, as provided in agreement 14, to join an extra gang then in existence. In order for this claim to succeed, the arbitrator found that it would be necessary to establish that, when working under agreement 13, the 15 employees were actually performing the work of sectionmen covered by agreement 14. Because this had not been established, the arbitrator disallowed the claim.

CASE NO. 91

Dispute between the Canadian Pacific Railway Company (Atlantic Region) and the Brotherhood of Railroad Trainmen concerning the claim of a yard foreman for five hours pay, this being the difference between what he was paid and the basic pay under the provisions covered in the collective agreement.

A yard foreman began work on his regular assignment. After having been on duty approximately one hour and five minutes, he sustained an injury to his head, and was unable to continue on duty. He was taken to a hospital for medical attention and, upon being released, did not return to his employment. A replacement was called to carry out the foreman's regular duties. When the grievor was paid for three hours work, he submitted a claim for the balance, which made a total of eight hours pay.

In presenting the dispute, the brotherhood relied upon several portions of the collective agreement, which read, in part:

- eight hours or less shall constitute a day's work;
- workweek of forty hours is established, consisting of five consecutive days of eight hours each;
- all regular or regular relief assignments for yardmen shall be for five consecutive days a workweek of not less than eight consecutive hours a day, except

otherwise provided in this agreement; d

• a regularly assigned yardman who es not lay off of his own accord will paid not less than the number of days the month, less the bulletined days off the assignment and statutory holidays.

The brotherhood contended that there s no substance to the company's ntention in this matter that the first use mentioned above had no applica- n in instances of this nature or that it ntemplates an employee's being availa- le for service throughout the tour of ty.

The brotherhood referred to the ar- rator a decision by the former Canadian ilway Board of Adjustment (Case No. 5) which upheld a claim for a full day r an employee unable to complete tour duty because of an accident sustained the railway. The arbitrator noted, wever, that there was a provision in e collective agreement relating to the rmer dispute that did not appear in the reement under consideration.

In addition, the brotherhood referred the arbitrator a letter it had received om the General Manager of the Cana- an Pacific Railway (Eastern Region) o years previous, concerning a claim ade on behalf of an employee who had ffered an injury during his tour of duty d who had received payment for eight urs. There was contained in the letter statement that "after giving full con- leration to the circumstances surround- g this claim, I am arranging payment on e understanding that this will not create precedent."

The company submitted that the first use mentioned above is intended as a terrent to the company's establishing rd assignments for less than an eight- ur shift, and that it requires minimum yment of eight hours where, for service quirements, the company releases an signee before the completion of the ght hours. The company argued, how- er, that payment for the minimum day ntemplates an employee's being avail- le for service for a full tour of duty. cause this particular employee was not le to complete his shift, he was not titled to be paid for the hours he did t work. In making his award, the ar- tor said he believed that the company s the right to expect an employee work an assigned eight hours on any y of his regular workweek. If he does, e provision applies. If he does not, not cause of an action of the company but cause of a consequence "of his own cord," the provision would have no plication. In this case, because the nployee decided of his own accord that was unable to continue for the eight urs required, the arbitrator found that e guarantee, with its qualification, did not apply for the benefit of the yard foreman, and he disallowed the claim.

CASE NO. 92

Dispute between the Canadian Pacific Railway Company (Atlantic Region) and the Brotherhood of Railroad Trainmen concerning the claims of a conductor and two trainmen for 200 miles each, as a result of the cancellation of their regular assignment.

A conductor and two trainmen were assigned to the regular wayfreight run bulletined to leave the home terminal on Sundays, Tuesdays, and Thursdays, and returning on Mondays, Wednesdays and Fridays.

The brotherhood served notice to the company of its desire to open the collective agreement for negotiations. When the parties failed to arrive at a settlement of the issues, the dispute was submitted to a Board of Conciliation. Its report was delivered, but the recommendations were not accepted by the brotherhood.

After two weeks, the brotherhood advised the company that a strike had been called to begin four days later at noon, standard time. On the day prior to the scheduled commencement of the strike, the company cancelled the run of the conductor and the two trainmen. Claims were submitted by the brotherhood under the provisions of an article of the collective agreement covering conductors and brakemen. The claims were repudiated by the company.

The brotherhood claimed that, in cancelling the wayfreight assignment of this crew because of the impending strike, the company had violated a portion of the collective agreement that read in part: "When regular assigned wayfreight runs are cancelled and it is possible to operate other trains, the assigned crews will be allowed 100 miles except when cancelled on Sundays or on statutory holidays."

The company claimed that the circumstances involved on the dates in question did not come within the only two exceptions mentioned in this provision.

The arbitrator was advised also that, after this crew was cancelled, the company was obliged to call an unassigned crew from a third station to operate between the home terminal and the other station and return. This crew was called for 1.30 p.m. to man an extra train through to the station, which is the established terminal for the regular wayfreight crew. On the following morning, the crew was ordered to report at 5 a.m. to operate the train to the home terminal and then return it to its point of origin. This operation, it was contended, supported the brotherhood's claim.

The company submitted that, with a strike impending, it was essential that the company ensure that its equipment was safely stored for the duration of the strike. Taking these precautions meant that the equipment assigned to the wayfreight run had to be moved to Montreal and stored prior to the time set by the brotherhood for the commencement of the strike. Consequently the assignment in question had to be cancelled.

The company admitted that a train did operate on the special run described above, and that the crew was called in for turn around service. The company had intended to tie up the equipment that day, but when the crew arrived at the station, it booked rest. The company submitted that the provisions of the collective agreement apply under normal conditions, but not in the circumstances in which this assignment was cancelled — namely, the brotherhood's calling of a strike.

The arbitrator found that it was the company's desire to run trains on the days in question. They were prevented from doing so because of the employees' decision not to permit this to be done. He decided that, in the face of an impending strike, it was reasonable for the company not to allow equipment to go out on trips that could not be completed in time to permit proper storage of that equipment for the duration of the strike.

The arbitrator was satisfied with the explanation offered by the company as to the operation of the train between the two terminals on the day preceding the impending strike — namely, that it was the unexpected development of the crew's booking rest that delayed the operation of the train to its storage point in the time originally intended.

In the pertinent article of the collective agreement, the important words to be applied are: "... and it is possible to operate other trains ...;" a strike does not make it possible to operate other trains, the arbitrator said.

For these reasons, he disallowed the claim.

CASE NO. 93

Dispute between the Canadian Pacific Railway Company (Atlantic Region) and the Brotherhood of Railroad Trainmen concerning the claims of a conductor and two trainmen for 100 miles each for a regular assignment that was cancelled.

A crew, comprising a conductor and two trainmen, were assigned to a regularly assigned freight pick-up that operated between two terminals, leaving the home terminal at 3 a.m. on Mondays, Wednesdays and Fridays, and returning at 9 p.m. on the same days.

When the report of a Board of Conciliation was not accepted by the brotherhood, it advised the company that a

strike had been called for, to begin at noon, standard time, two weeks after the submitting of the Board's report.

On the day that the strike was scheduled to begin, the tour of duty for this crew was cancelled. The brotherhood maintained that the cancellation was in violation of the guarantee provided for in the collective agreement, but the company refused to make any payment.

In support of the claim, the brotherhood advised the arbitrator that, on the morning of the scheduled strike, the company operated its regular passenger train 132, due to leave at 8.05 a.m. and to return at 11.05 a.m. The fact that the company did operate a passenger train over the track used by the regularly assigned freight crew should support the claim that these men were entitled to 100 miles, because of the cancellation of their tour of duty, the brotherhood added.

The company explained that the passenger train did operate as described, because it could reach the home terminal for storage before the strike deadline of 12 p.m. The company submitted that the provisions of the collective agreement apply under normal conditions only. On this occasion, the desire to have the equipment ordinarily operated by this crew in proper storage at the home terminal was the only reason for the cancellation.

In making his award, the arbitrator disallowed the claim for the same reasons as given in Case No. 92.

CASE NO. 94

Dispute between the Canadian Pacific Railway Company (Atlantic Region) and the Brotherhood of Railroad Trainmen concerning the claims of a conductor and two trainmen for 200 miles each for a regular assignment that was cancelled for two consecutive days.

A conductor and two trainmen were regularly assigned to wayfreight trains 79 and 80, which were scheduled to leave the home terminal at 6 a.m. on Monday, Wednesday and Friday for a second terminal, and to leave there at 5 a.m. on Tuesday, Thursday and Saturday, for the return trip to the home terminal.

When this assignment was cancelled for two days, the brotherhood maintained that the collective agreement had been violated, and it claimed 100 miles for two days for each of the grievors.

When the report of a Board of Conciliation was not accepted by the brotherhood, it advised the company that a strike had been called for, to begin at noon, standard time, two weeks after submission of the Board's report.

There was no dispute over the fact that, because of the impending strike, the company had had to move the equipment assigned to trains 79 and 80 to a storage depot prior to the time set by the brotherhood for the commencement of the strike. Upon the cessation of the strike, there was no equipment at the home terminal, the company said. It was therefore not possible to operate train 80 from the home terminal, bacause there was no diesel power available at that point, and there were no crews at the storage depot to move either train or diesel power to the home terminal.

The brotherhood advised the arbitrator that the company operated train 54 on the portion of a subdivision used by trains 80 and 79 and, on the following day, operated trains 58 and 983 on the same trackage. This indicated, the brotherhood said, that the track was in perfect condition, and that it was therefore possible to operate other trains had the company cared to do so. In addition, the brotherhood submitted, the company had equipment and crews available at another storage depot which could have been used to supply the required power.

The company argued that the provisions of the collective agreement applied under normal conditions, but not to the circumstances in which this assignment was cancelled — namely, the calling of a strike by the brotherhood. The company further stated that, on the dates in question, no trains were operated over another subdivision of the run, which is the subdivision in which trains 79 and 80 operate.

In giving his award, the arbitrator noted that, when a general strike occurs, there is bound to be disruption of operations. The desire of the company to have its equipment properly stored before the commencement of a strike whose duration could not be accurately estimated was reasonable. And if such storage precautions caused a delay in getting operations back to normal after cessation of the strike, then this, too, was understandable said the arbitrator. These are matters to be considered before a strike is entered into, and to be understood when it ceases, he added.

For these reasons, the claim was disallowed.

CASE NO. 95

Dispute between the Canadian Pacific Railway Company (Altantic Region) and the Brotherhood of Railroad Trainmen concerning the claim of a yard foreman and helper for three hours pay, which was what the crew would have earned prior to a 12 p.m. strike deadline set by the brotherhood.

A foreman and helper regularly worked in yard service, and their starting time was 9 a.m. There was no locomotive stationed at the yard, so the assignment on this occasion was being worked with a locomotive from another assignment.

On the day of the strike, the road assignment was not operated because of the impending strike and, as it was known that there would be no locomotive available to work the yard, the yard assignment was cancelled.

A claim was submitted by the brotherhood under the provisions of the collective agreement covering yard foremen and helpers. It was denied by the company on the grounds that there would not be sufficient time before the commencement of the strike to bring a locomotive whose road assignment originated at another teminal, into the yard and then return it to a storage depot 120 miles away. Despite the fact that the rules of the collective agreement provide payment not less than a minimum day's pay for each day an assignment is bulletined to work, whether worked or cancelled, the brotherhood reported that, when handling this claim with the company, it took into consideration the fact that the strike would not be called until noon. The claim was accordingly reduced to three hours which represents the time the crew would have worked had they been used.

The brotherhood expressed its fear that a decision holding that lack of power would justify cancellation of an assignment and of the protection that these employees have, would result in the breaking of "a life-long yard guarantee."

The company argued that the provisions of the collective agreement did not contemplate payment or a guarantee under conditions brought about by action on the part of the brotherhood itself. An additional rule states that all regular or regular relief assignments for yard service employees shall be for five consecutive days a workweek, and not less than eight consecutive hours a day, except as otherwise provided in the agreement.

In making his award, the arbitrator noted that, on this occasion, these employees were not available for work for eight consecutive hours on the day in question, because they have "laid off on their own accord," although the company had wanted them to work. He was satisfied that there was no equipment available because of the impending strike. As he has indicated in Case No. 94, this was a consequence of the strike; and no matter how justified the strike may have been, such consequences must be considered before and understood after a strike is called.

The arbitrator ruled that his findings were based solely upon the situation brought about by the employees' work stoppage and that they would not open the door to a possible circumvention of the guarantee rule. For these reasons, the claim was disallowed.

ublications Received in the Department of Labour Library

List No. 228

he publications listed below are not for sale by the Depart-
t of Labour. Persons wishing to purchase them should
mmunicate with the publishers. Publications listed may be
rowed by making application to the Librarian, Department
abour, Ottawa. Applicants must apply through the library
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Howard R. Bowen is Chairman of the National Commission on Technology, Automation, and Economic Progress, and President of the University of Iowa. Garth L. Mangum is Executive Secretary of the National Commission on Technology, Automation, and Economic Progress and Director of the Manpower Policy Evaluation Project of the W. E. Upjohn Institute for Employment Research.

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9. BARNES, (SIR) WILLIAM GORELL. *Europe and the Developing World; Association under Part IV of the Treaty of Rome*. London [Royal Institute of International Affairs; Political and Economic Planning] 1967. Pp. 46.

"[The author] is a former Deputy Under-Secretary of State at the Colonial Office and was one of the official members of the U.K. delegation engaged in the negotiations with the EEC [European Economic Community] from 1961 to 1963, when he retired from the public service." "Part IV of the Treaty of Rome described the purpose of association as being to promote the economic and social development of the countries and territories concerned and to establish closer economic relations between them and the [European Economic] Community as a whole."

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Common Market. London [Royal Institute of International Affairs; Political and Economic Planning] 1967. Pp. 57.

Education

13. NETHERLANDS (KINGDOM, 1815-) MINISTRY OF EDUCATION AND SCIENCE. *Educational Policy and Planning, Netherlands*. Paris, Directorate for Scientific Affairs, OECD, 1967. Pp. 272.

"[This report] is intended as a contribution to the Programme on Educational Investment and Planning (EIP) of the OECD Committee for Scientific and Technical Personnel . . ."

Includes Consideration and discussion of the report, 9th Meeting of National E.I.P. directors and Representatives, the Hague, April 13th to 15th, 1966.

14. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *The Education, Training and Functions of Technicians: Canada*. Paris, 1967. Pp. 138.

15. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *The Education, Training and Functions of Technicians: Spain*. Paris, 1967. Pp. 118.

16. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. DIRECTORATE FOR SCIENTIFIC AFFAIRS. *Manpower Forecasting in Educational Planning; Report of the Joint EIP/MRP Meeting, Paris, December 1965*. Paris, 1967. Pp. 194.

At head of title: Human resources development.

Herbert S. Parnes, rapporteur of meeting.

Industrial Relations

17. ASIAN REGIONAL SEMINAR ON LABOUR-MANAGEMENT RELATIONS INSIDE UNDERTAKINGS, KANDY, CEYLON, 1965. *Institutional Aspects of Labour-Management Relations inside Undertakings in Asia; Record of Proceedings of and Contributions submitted to an Asian Regional Seminar, Kandy, 19-30 April 1965*. Geneva, International Labour Office, 1966. Pp. 225.

At head of title: International Labour Organization.

18. BIRMINGHAM, ENG. COLLEGE OF ADVANCED TECHNOLOGY. DEPARTMENT OF INDUSTRIAL ADMINISTRATION. *International Industrial Relations*. [Ed. by T. Wylie] Birmingham, Eng., Industrial Administration Group of the College of Advanced Technology [n.d., 1965, or 1966?] Pp. [84].

Contains papers presented at a Symposium on International Industrial Relations, a Comparative Study, held from January 28th to March 18th, 1964, and sponsored by the Department of Industrial Administration of the College of Advanced Technology, Birmingham.

This booklet contains talks on industrial relations in Canada, the U.S.A., Great Britain, France, Federal Republic of Germany, and Russia.

19. CANADA. DEPARTMENT OF LABOUR. LABOUR-MANAGEMENT CONSULTATION BRANCH. *Joint Consultation at Work; Hospitals, Service Industries, Commercial Enterprises*. Ottawa, Queen's Printer, 1967. Pp. 15.

20. CONFERENCE ON LABOR, NEW YORK UNIVERSITY. 17th, 1964. *Proceedings*. Washington, BNA inc. [1964] Pp. 504.

Conference held May 25, 26, and 27, 1964.

Papers were presented under the following topics: Arbitration in labor-management disputes. Management, unions and minority groups. Management rights and prerogatives in union relations. Labor-management relations and the anti-trust laws. The union, its members, and the law. Also included is an address, *The consequences of NLRB* [*National Labor Relations Board*] *action on good faith bargaining*, by Frank W. McCullo Chairman of the National Labor Relations Board. Pa discussions were held on three topics: arbitration, Natio Labor Relations Board presentation case problems, a pension and welfare planning.

21. CONFERENCE ON LABOR, NEW YORK UNIVE SITY. 18th, 1965. *Proceedings*. Washington, BNA inc. 19 Pp. 479.

Conference held April 12, 13, 14, 1965.

Papers were presented under the following topics: Labo management relations, 1965. Strikes in breach of contra The labor contract in times of change. The labor contract a the sale, subcontracting or termination of operations. F representation — duties and obligations. Pension plans — new frontier?

22. CONFERENCE ON LABOR, NEW YORK UNIVE SITY. 19th, 1966. *Proceedings*. Washington, BNA inc., 19 Pp. 444.

Conference held April 18, 19, and 20, 1966.

Papers were presented under the following topics: Lab and management, 1966; New developments in the duty bargain; Labor relations in public and nonprofit employme Recent and proposed labor legislation: its significance a effect: Expediting and improving grievance and arbitrati procedures; Business reorganizations and collective barga ing.

23. DERBER, MILTON. *Plant Union-Management Re tions: from Practice to Theory* [by] Milton Derber, W. Chalmers [and] Milton T. Edelman, with the technical adv of Harry C. Triandis. Urbana, Institute of Labor and Industr Relations, University of Illinois, 1965. Pp. x, 179.

A study of industrial relations in 37 establishments Illinois.

24. GREAT BRITAIN. CENTRAL OFFICE OF I FORMATION. REFERENCE DIVISION. *Labour Relati and Conditions of Work in Britain*. Rev. April 1967. Lond 1967. Pp. 40.

Contents: Introduction. Historical background. Industr relations. Conditions of work. Human relations at the wo place.

25. TECHNICAL MEETING CONCERNING CERTA ASPECTS OF LABOUR-MANAGEMENT RELATIO WITHIN UNDERTAKINGS, GENEVA, 1964. *Cert Aspects of Labour-Management Relations within the Und taking; Documents of a Technical Meeting, Geneva, 5- October 1964*. Geneva, International Labour Office, 19 Pp. 389.

At head of title: International Labour Organization.

International Labour Organization

26. INTERNATIONAL LABOUR CONFERENCE. 48 Geneva, 1964. *International Labour Convention No. 122 co cerning Employment Policy, adopted by the General Conferen of the International Labour Organization at its Forty-eig Session, Geneva, 9 July 1964*. London, HMSO, 1967. Pp. [1

[Great Britain. Foreign Office] Treaty series no. 65 (196

At head of title: International Labour Organization.

Text in English and French.

"The United Kingdom Instrument of Ratification w registered with the Director General of the Internatio Labour Office on 27 June 1966 and the Convention ente into force for the United Kingdom on 27 June 1967."

27. INTERNATIONAL LABOUR OFFICE. *Report of t Director-General. Supplement: Fourth Report of the Worki Party of the Governing Body of the International Labour Offi*

n the Programme and Structure of the I.L.O. First item on the genda. Geneva, 1967. Pp. 83.

At head of title: Report 1 (Part 2) (Supplement). International Labour Conference. 51st session, Geneva, 1967.

abour Laws and Legislation

28. INTERNATIONAL ASSOCIATION OF GOVERNIENTAL LABOR OFFICIALS. *Labor Laws and Their dministration. Proceedings, 49th Convention, New Orleans, a., July 25-28, 1966.* [Washington] U.S. Dept. of Labor, ureau of Labor Standards [1967] Pp. 229.

29. U.S. BUREAU OF LABOR STATISTICS. *Labor Law nd Practice in Israel.* Washington, GPO, 1967. Pp. 120.

abour Organization

30. BROWN, EMILY CLARK. *Soviet Trade Unions and abor Relations.* Cambridge, Harvard University Press, 1966. p. 394.

Contents: The political and economic setting. The labor arket. Trade unions: development, principles, and structure. he trade union centers. Regional trade union councils. Local nions and their members. Labor-Management relations and rotection of workers. Labor disputes. Co-operation in roduction. Wages and hours in industrial relations. The dustrial relations system: problems and prospects.

31. CRAPO, CHARLES. *The National Union Convention as n Internal Tribunal.* [Ann Arbor, Mich., University Microlms, 1967] Pp. 303.

Thesis (Ph.D.) — Michigan State University, 1966.

"This is an authorized facsimile and was produced by icrofilm-xerography in 1967 . . ."

This thesis examines and evaluates the union convention as appeal tribunal, using the findings from 96 unions, some vo thousand separate appeals.

32. FORD, CHARLES. *The Role of Trade Unions in the conomic Development of Europe; Free Trade Unions and the rganization for Economic Co-operation and Development.* russels, International Confederation of Free Trade Unions, 966. Pp. 83.

Describes the work of the Trade Union Advisory Committee the OECD.

33. INDUSTRIAL RELATIONS RESEARCH ASSOCIAION. *Industrial Conflict and Race Conflict; Parallels between e 1930's and the 1960's. Proceedings of the 1967 Annual pring Meeting, Detroit Michigan, May 5-6, 1967.* [Madison, is., c1967] Pp. 91.

At this meeting the participants considered the workers' tempts to organize in the 1930's and compared them with e civil rights movement of the 1960's.

34. RUSSELL, MAUD. *Men along the Shore.* New York, russel & Brussel, 1966. Pp. 310.

A history of the International Longshoremen's Association om its beginning in 1892 up to 1965. The author had access ILA records and files in writing this book.

35. SWEDISH CONFEDERATION OF TRADE UNNS. *Trade Unions and Technological Change. A Research eport submitted to the 1966 Congress of Landorganisationen Sverige (the Swedish Confederation of Trade Unions).* Edited d translated by S. D. Anderman. London, Allen & Unwin, 67. Pp. 258.

36. TYLER, GUS. *The Labor Revolution; Trade Unions in a ew America.* New York, Viking, 1967. Pp. 279.

The author is an official of the International Ladies' Garment orkers' Union and director of that union's Department of olitics, Education, and Training. Contents: Prophets: left and right. Genesis: the past century. Leviticus: the laws of the moment. The challenge of automation. Labor's economic program. The resurgence of collective bargaining. The new labor force. The new labor movement. The new Negro. Labor in politics. Politics in labor.

Scientists

37. FREEMAN, CHRISTOPHER. *The Research and Development Effort in Western Europe, North America and the Soviet Union; an Experimental International Comparison of Research Expenditures and Manpower in 1962,* by C. Freeman and A. Young. Paris, Organization for Economic Co-operation and Development, 1965. Pp. 152.

Prepared for the National Institute of Economic and Social Research at the request of the OECD Committee for Scientific Research.

38. POLICY CONFERENCE ON HIGHLY QUALIFIED MANPOWER, PARIS, 1966. [*Proceedings.* Paris, Organization for Economic Co-operation and Development, 1967] Pp. 36.

"The conference was organized by OECD as a follow-up to the 'Policy Conference on Economic Growth and Investment in Education' held in Washington from 16th to 20th October, 1961."

At this conference delegates from 19 OECD member countries met to exchange views on the education and utilization of scientific and technical personnel.

Women

39. CANADIAN FEDERATION OF UNIVERSITY WOMEN. *Women University Graduates in Continuing Education and Employment; an Exploratory Study initiated by the Canadian Federation of University Women, 1966* [by] Patricia Cockburn. *La femme diplômée face à l'éducation permanente et au monde du travail; une analyse de la situation entreprise par la Fédération Canadienne des Femmes Diplômées des Universités, 1966* [par] Yvonne R. Raymonde. [Toronto, Canadian Federation of University Women, 1967] Pp. 196.

The objectives of the survey whose results are reported in this study were "1. To measure the potential supply of professional and semi-professional 'womanpower' among university graduates. 2. To influence government departments in the promotion of retraining professional women whose careers were interrupted. 3. To assess the interests of women graduates in continuing their education at the university in credit and non-credit courses and in refreshing their professional skills, either immediately or in the future. 4. To assess the needs of women graduates for refresher, undergraduate, professional and graduate study."

40. DODGE, NORTON TOWNSHEND. *Women in the Soviet Economy; Their Role in Economic, Scientific, and Technical Development.* Baltimore, Johns Hopkins Press, 1966. Pp. 331.

"A study sponsored by the Foreign Studies Group, Office of Economic and Manpower Studies, National Science Foundation, and prepared under the supervision of the Department of Economics, University of Maryland."

The author is an economist specializing in the Soviet Union. Partial Contents: Demographic factors affecting employment. Participation in the labor force. Social, economic, and legal factors affecting employment. Family versus work. Education and training. Specialized training. Educational attainment. Nonprofessional occupations. Professional attainment. Achievements in science and technology. Summary and conclusions.

41. TURNER, MARJORIE BROOKSHIRE SHEPHERD. *Women & Work.* Edited by Irving Bernstein. Los Angeles,

Institute of Industrial Relations, University of California [1964] Pp. viii, 73.

Contents: Introduction. Women and the American labor force. Women and the labor market. Women, employers, and the State. Women in professions and management. Women and the union. Where are women headed? Suggestions for further reading.

Miscellaneous

42. CRYSLER, ALFRED COSBY. *Restraint of Trade and Labour.* Toronto, Butterworths, 1967. Pp. xxiii, 424.

Table of cases, p. xiii-xxiii.

"The primary purpose of this book is to draw attention to the fragmentation of the law of restraint of trade and labour in Canada with the result that the same rules do not apply in all cases to either the restrainers or to the public, as consumers of goods and services. A further purpose is to bring within one volume the rules applicable to the different aspects of the subject. And lastly, another purpose is to show the extent to which reasonability and economic result is either not taken into account or is not clearly and sufficiently taken into account."

43. GELLHORN, WALTER. *When Americans complain; Governmental Grievance Procedures.* Cambridge, Harvard University Press, 1966. Pp. 239.

An expanded version of the author's three lectures delivered as the Oliver Wendell Holmes lectures at Harvard University in March, 1966.

This book examines how U.S. federal state, and local governments look after grievances about official actions or failures to act. One chapter deals with the "constituents' casework" handled by U.S. Congressmen and senators in Washington as part of their duty.

44. GREAT BRITAIN. DEPARTMENT OF ECONOMIC AFFAIRS. *Prices and Incomes Policy; an "Early Warning" System.* London, HMSO, 1965. Pp. 11.

"Presented to Parliament by the First Secretary of State and Secretary of State for Economic Affairs."

45. [GREAT BRITAIN. WORKING PARTY OF OFFICIALS ON ATTITUDES TO EFFICIENCY IN INDUSTRY] *Attitudes to Efficiency in Industry; Report of a Working Party of Officials.* London, HMSO, 1966. Pp. 35.

At head of title: Ministry of Labour.

"Basically, the questions the working party studied are: what can managements do to secure the fullest interest and co-operation from their employees, and how can they be helped to do this? Part 1 of the report attempts to analyse the role of management and draw some inferences from this. Part 2 considers matters on which management policy is of particular importance, such as pay, workers' status and security. Part 3 deals with the influence of employers' associations and trade unions. Part 4 discusses what action the Government might take to help management in this field. Part 5 is a summary of conclusions."

46. POLITICAL AND ECONOMIC PLANNING. *Citizenship and Television.* [London, 1967] Pp. [52].

"A PEP report."

Written by J. G. Blumler and John Madge.

Report of a PEP seminar held from June 30 to July 2, 1965.

Examines the question of television as a powerful force for civic education.

47. RAYNAULD, ANDRE. *The Canadian Economic System.* Translated from the French by C. M. Ross. Toronto, Macmillan Co. of Canada, 1967. Pp. 440.

Translation of *Institutions économiques canadiennes.*

This book is intended for Canadian students of economics. Contents: The national accounts. Economic growth. The industrialization of Quebec. Economic fluctuations. The distribution of income. The labour market. Industrial organization. The anti-combines legislation. The money market. The capital market. Taxation. Public expenditure. Social security. Fiscal policy and the public debt. Foreign trade and the tariff policy. The balance of payments and the exchange rate.

48. U.S. BUREAU OF LABOR STANDARDS. *A Guide for the Preparation of a Labor Inspector's Manual.* Washington: Dept. of State, Agency for International Development, Office of Labor Affairs, 1966. Pp. 76.

Prepared for the Agency for International Development, Office of Labor Affairs, Department of State.

49. U.S. WOMEN'S BUREAU. *Federal Funds for Day Care Projects.* Washington, GPO, 1967. Pp. 36.

Collective Bargaining

The following twelve periodical articles deal with various aspects of collective bargaining.

50. *The Application of "Pre-Activity" in the Avoidance of Crisis Bargaining; the New York Typographical 1965-1967 Book and Job Contract Settlement: a Case Study*, by Matthew A. Kelly. (In Labor Law Journal, January 1967, Pp. 47-56)

51. *Bargaining and Negotiation in a Mixed-Motive Game: Price Leadership Bilateral Monopoly*, by Donald L. Harnett. (In Southern Economic Journal, April 1967, Pp. 479-487)

52. *Central Wage Negotiation in Sweden: Recent Problems and Developments*, by Steven D. Anderman. (In British Journal of Industrial Relations, Nov., 1967, Pp. 322-337)

53. *Clauses de conventions collective se rapportant aux transformations technologiques*, par Félix Quinet. (Dans Relations Industrielles, Revue trimestrielle, juillet 1966, Pp. 356-369)

Collective Agreement Provisions regarding Technological Changes, by Félix Quinet. (In Industrial Relations Quarterly Review, July 1966, Pp. 356-380)

54. *Critical Disputes: Compulsory Arbitration vs. Bargaining*, by Bernard Wilson. (In The Canadian Personnel & Industrial Relations Journal, Nov. 1967, Pp. 38-43)

55. *The Impact of Automation on Bargaining*, by J. R. Dunn can. (In Canadian Labour, Jan. 1967, Pp. 5-6)

56. *Is Collective Bargaining the Answer? Comments on Municipal Labor Crisis*, by Thomas A. Knowlton. (In Arbitration Journal, v. 21, No. 2, 1966, Pp. 93-97)

57. *The Lawyers' Role in Collective Bargaining*, by Sheldon M. Charone. (In Labor Law Journal, May 1966, Pp. 266-271)

58. *Public Employment, Collective Bargaining and the Conventional Wisdom: U.S.A. and Canada*, by W. B. Cunningham. (In Industrial Relations Quarterly Review, July 1966 Pp. 408-435)

59. *A Radical Departure from Traditional Collective Bargaining Methods*, by Jack T. Clarke. (In Canadian Personnel and Industrial Relations Journal, May 1967, Pp. 4-6)

This talk was broadcast on CBC Radio Network, March 29 1967.

60. *Thirty Per Cent and All That . . .*, by Antal Deutsch (In Queen's Quarterly, Winter, 1966, Pp. 496-502)

61. *The Trend to Autonomy in Collective Bargaining*, by Matthew A. Kelly. (In Monthly Labor Review, Feb. 1967 Pp. 24-25)

Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
OTAL CIVILIAN LABOUR FORCE*	December 9	7,697	0.0	+ 3.5
Employed	December 9	7,344	− 0.9	+ 2.4
Agriculture	December 9	487	− 9.0	+ 0.4
Non-agriculture	December 9	6,857	− 0.3	+ 2.5
Paid workers	December 9	6,319	− 0.3	+ 2.3
At work 35 hours or more	December 9	5,992	+ 0.1	+ 1.1
At work less than 35 hours	December 9	1,144	− 2.0	+ 7.9
Employed but not at work	December 9	208	−17.8	+11.8
Unemployed	December 9	353	+22.1	+32.7
Atlantic	December 9	42	+16.7	+16.7
Quebec	December 9	126	+24.8	+35.5
Ontario	December 9	91	+18.2	+40.0
Prairie	December 9	45	+40.6	+40.6
Pacific	December 9	49	+14.0	+22.5
Without work and seeking work	December 9	326	+22.1	+34.2
On temporary layoff up to 30 days	December 9	27	+22.7	+17.4
NDUSTRIAL EMPLOYMENT (1961 = 100)	September	125.7	− 1.0	+ 0.8
Manufacturing employment (1961 = 100)	September	125.3	− 1.1	− 1.2
MMIGRATION	1st 9 mos.	174,593	—	+20.8
Destined to the labour force	1st 9 mos.	95,018	—	+27.8
TRIKES AND LOCKOUTS				
Strikes and lockouts	December	55	−21.4	− 6.8
No. of workers involved	December	9,436	−50.7	−25.1
Duration in man days	December	151,230	−39.9	− 1.4
ARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	September	$104.73	+ 1.0	+ 6.5
Average hourly earnings (mfg.)	September	$2.42	+ 0.8	+ 6.6
Average hours worked per week (mfg.)	September	40.9	+ 1.0	− 0.7
Average weekly wages (mfg.)	September	$99.09	+ 1.7	+ 5.8
Consumer price index (1949 = 100)	December	151.8	+ 0.5	+ 4.0
Index numbers of weekly wages in 1961 dollars (1961 = 100)	September	114.3	+ 1.9	+ 2.2
Total labour income (thousands of dollars)	September	2,801	+ 1.6	+ 8.9
NDUSTRIAL PRODUCTION				
Total (average 1949 = 100)	October	290.1	− 0.1	+ 1.0
Manufacturing	October	257.4	− 1.2	− 0.7
Durables	October	259.1	− 2.2	− 3.2
Non-durables	October	256.0	− 0.4	+ 1.5
EW RESIDENTIAL CONSTRUCTION†				
Starts	November	11,890	− 9.6	− 3.4
Completions	November	12,616	− 4.7	+15.3
Under construction	November	83,707	− 0.6	+14.5

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of atistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 10,000 population or more.

Tables

A-1 to A-3 — Labour Force

B-1 — Labour Income

C-1 to C-7 — Employment, Hours and Earnings

D-1 to D-4 — Manpower Division

E-1 to E-4 — Unemployment Insurance

F-1 and F-2 — Prices

G-1 to G-4 — Strikes and Lockouts

A—Labour Force

TABLE A-1—Regional Distribution, Week Ended

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	7,697	638	2,170	2,840	1,271	778
Men	5,271	445	1,502	1,921	881	522
Women	2,426	193	668	919	390	256
14-19 years	761	72	213	250	148	78
20-24 years	1,092	109	357	362	170	94
25-44 years	3,331	240	952	1,274	520	345
45-64 years	2,307	198	600	872	395	242
65 years and over	206	19	48	82	38	19
EMPLOYED	7,344	596	2,044	2,749	1,226	729
Men	4,987	407	1,402	1,856	841	481
Women	2,357	189	642	893	385	248
Agriculture	487	26	92	137	214	18
Non-agriculture	6,857	570	1,952	2,612	1,012	711
Paid workers	6,319	520	1,793	2,437	926	643
Men	4,158	349	1,208	1,602	583	416
Women	2,161	171	585	835	343	227
UNEMPLOYED	353	42	126	91	45	49
Men	284	38	100	65	40	41
Women	69	*	26	26	*	*
PERSONS NOT IN LABOUR FORCE	6,356	683	1,880	2,157	1,022	614
Men	1,694	209	496	544	276	169
Women	4,662	474	1,384	1,613	746	445

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

BLE A-2—Age, Sex and Marital Status, Week Ended December 9, 1967

	Total	14-19 Years All Persons	20-64 years				65 Years and Over All Persons
			Men		Women		
			Married	Other	Married	Other	
			(in thousands)				
PULATION 14 YEARS OF AGE AND OVER*	14,053	2,328	3,988	1,102	4,106	1,043	1,486
BOUR FORCE	7,697	761	3,817	890	1,286	737	206
Employed	7,344	686	3,679	805	1,263	713	198
Unemployed	353	75	138	85	23	24	**
T IN LABOUR FORCE	6,356	1,567	171	212	2,820	306	1,280
RTICIPATION RATE†							
1967—Dec. 9	54.8	32.7	95.7	80.8	31.3	70.7	13.9
Nov. 11	54.9	32.6	95.9	80.5	31.2	70.8	14.5
EMPLOYMENT RATE‡							
1967—Dec. 9	4.6	9.9	3.6	9.6	1.8	3.3	**
Nov. 11	3.8	9.0	2.8	7.1	1.7	3.0	**

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
**Less than 10,000 unemployed.
SOURCE: Labour Force Survey, DBS.

BLE A-3—Unemployed, Week Ended December 9, 1967

	Dec. 1967	Nov. 1967	Dec. 1966
	(in thousands)		
TAL UNEMPLOYED	353	289	266
On temporary layoff up to 30 days	27	22	23
Without work and seeking work	326	267	243
Seeking			
Full-time work	312	253	233
Part-time work	14	14	10
Under 1 month	116	106	91
1-3 months	135	100	101
4-6 months	42	33	28
More than 6 months	33	28	23

SOURCE: Labour Force Survey, DBS.

TABLE B-1—Estimates of Labour Income, by Industry

Year and Month	Mining	Manufacturing	Transportation, Storage and Communication‡	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals **
	Monthly Totals									
	(millions of dollars)									
1962—Total	559	5,699	1,909	300	1,357	378	2,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	3,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,203	29,328
1966 –October	62.8	703.6	229.2	40.0	241.8	42.6	357.3	786.1	102.7	2,588.9
November	63.3	700.4	223.7	39.2	220.6	42.5	365.7	787.9	102.5	2,563.8
December	63.9	681.1	215.2	32.3	179.2	43.6	370.6	792.5	101.7	2,496.1
1967—January	64.5	683.5	224.2	33.0	190.3	42.8	354.6	791.0	108.1	2,505.4
February	65.4	689.0	220.0	34.0	184.2	43.1	354.6	799.3	108.2	2,511.0
March	66.4	697.0	230.4	29.9	187.6	43.7	360.3	817.5	108.8	2,546.3
April	64.6	700.7	226.5	28.4	198.4	44.1	366.4	828.0	109.4	2,584.0
May	64.6	701.1	226.0	28.0	201.2	44.2	366.9	830.7	109.4	2,589.6
June	69.8	722.7	241.7	37.3	223.4	46.0	382.5	879.4	111.5	2,742.0
July	69.4	719.4	246.2	39.5	234.5	48.3	379.2	844.6	111.3	2,726.0
August	70.0	733.4	245.4	38.8	240.7	49.8	377.9	854.3	111.8	2,756.7
September*	68.7	739.8	243.2	43.5	238.1	50.1	385.7	894.3	112.8	2,805.8
October†	68.8	732.6	239.5	42.2	232.7	49.8	390.3	888.2	112.7	2,780.4
	Seasonally Adjusted									
1962—Total	559	5,699	1,909	300	1,357	378	3,881	6,080	843	20,233
1963—Total	572	6,045	2,008	308	1,419	397	2,089	6,601	873	21,547
1964—Total	600	6,582	2,129	343	1,582	421	3,358	7,248	926	23,433
1965—Total	678	7,262	2,316	378	1,962	455	3,714	8,044	975	26,036
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,203	29,328
1966—October	62.4	693.2	225.3	32.8	208.5	42.1	353.1	778.4	101.6	2,519.5
November	63.3	696.6	222.2	33.3	209.2	42.5	356.2	787.2	101.6	2,534.0
December	64.8	695.4	222.0	35.8	212.6	44.1	359.1	796.4	101.9	2,553.9
1967—January	64.7	696.3	225.4	38.9	224.9	44.0	361.7	803.6	109.2	2,590.8
February	65.5	700.0	227.2	38.0	219.2	44.4	363.4	806.8	109.5	2,601.0
March	66.1	702.1	232.6	37.6	219.2	45.4	368.6	821.3	109.9	2,624.0
April	67.3	705.7	230.8	40.0	221.3	45.1	370.4	825.8	110.2	2,638.1
May	67.2	706.2	230.2	39.4	224.5	45.2	370.9	828.5	110.2	2,643.9
June	67.8	710.2	234.8	35.4	210.4	44.9	377.8	853.3	110.6	2,671.1
July	68.6	719.2	236.6	33.4	207.0	46.8	379.2	864.0	111.1	2,688.8
August	69.1	725.2	240.3	33.2	209.8	47.8	380.1	869.0	111.5	2,708.0
September*	69.3	728.2	235.6	36.1	208.7	49.4	385.6	876.7	111.5	2,723.6
October†	68.8	721.4	234.4	36.0	201.7	49.0	386.0	880.8	111.5	2,712.5

*Revised. †Preliminary.

‡Includes post office wages and salaries. **Figures in this column are for total labour income, Canada, but are not totals of the figures in t remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income* (DBS Cat. No. 72-005)

Tables C-1, C-2 and C-4 are based on reports from employers ving 20 or more employees in any month of the year; at ptember 1967, employers in the principal non-agricultural lustries reported a total employment of 3,698,400. Table C-3 es estimates of total employment, by industry divisions, for provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

BLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite‡*			*Manufacturing*		
	Index Numbers (1961=100)			*Index Numbers (1961=100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
ERAGES						
1962	102.2	102.9	80.54	103.8	103.0	84.00
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
6—September	124.7	125.7	98.36	126.8	124.8	101.78
October	124.2	127.1	99.43	126.0	126.1	102.86
November	123.8	126.3	98.81	125.1	126.3	103.03
December	120.3	122.7	95.97	121.6	122.2	99.68
7—January	119.0	127.3	99.57	122.1	126.4	103.06
February	118.3	128.9	100.85	122.0	127.5	103.94
March	118.6	129.1	100.98	122.0	128.4	104.73
April	119.3	130.8	102.32	121.7	130.0	106.05
May	122.3	130.6	102.19	122.9	129.8	105.86
June	125.3	131.6	102.96	124.7	130.7	106.60
July	125.8	132.1	103.35	124.3	130.1	106.12
August*	127.0	132.5	103.66	126.7	130.9	106.73
September†	125.7	133.9	104.73	125.3	132.8	108.28

*Revised. †Preliminary.

‡Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities, trade; finance, rance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Sept. 1967	Aug. 1967	Sept. 1966	Sept. 1967	Aug. 1967	Sept. 1966
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	123.8	126.3	123.1	86.03	84.42	80.15
Newfoundland	134.4	137.2	138.8	91.52	89.53	86.24
Prince Edward Island	137.2	142.0	134.4	72.54	71.82	66.35
Nova Scotia	116.9	117.5	117.1	83.92	82.60	77.86
New Brunswick	124.1	128.4	119.1	86.02	84.23	79.76
Quebec	122.3	123.8	122.4	103.22	102.03	96.98
Ontario	127.1	127.7	126.7	107.70	107.03	101.30
Prairie Region	125.0	126.8	120.4	98.92	97.94	92.85
Manitoba	118.8	119.7	114.0	94.05	93.51	87.19
Saskatchewan	124.6	126.1	121.6	97.14	97.22	92.24
Alberta	130.5	133.2	125.4	103.40	101.62	97.52
British Columbia	133.4	135.4	130.6	116.87	114.98	109.50
CANADA	125.7	127.0	124.7	104.73	103.66	98.36
URBAN AREAS						
St. John's	145.3	145.9	148.6	83.11	82.74	77.41
Halifax	114.7	112.6	111.1	85.75	85.60	80.12
Sydney	99.6	96.6	104.6	94.61	90.60	90.62
Moncton	118.8	119.9	116.8	82.16	82.48	75.94
Saint John	110.2	110.3	105.8	85.03	86.34	79.61
Chicoutimi	112.5	115.4	113.5	120.12	121.48	114.22
Montreal	123.5	124.9	123.8	104.44	103.37	98.32
Quebec	119.8	119.9	119.9	89.22	88.29	83.33
Shawinigan	98.2	102.5	111.4	105.25	104.57	101.63
Sherbrooke	121.9	122.1	123.0	86.53	85.17	83.72
Trois-Rivières	113.5	115.9	122.2	96.39	95.05	92.18
Ottawa-Hull	124.7	126.6	119.8	98.33	97.22	91.24
Belleville	117.1	120.2	117.7	90.47	89.82	86.34
Brampton	249.4	248.9	233.2	107.41	106.22	104.36
Brantford	132.3	131.9	135.3	100.22	97.87	93.39
Fort William-Port Arthur	127.9	133.0	130.6	103.04	102.12	99.06
Guelph	137.8	138.5	134.1	97.64	97.47	92.15
Hamilton	122.3	123.5	127.6	110.36	110.32	104.25
Kingston	122.2	124.1	122.1	100.60	100.87	95.80
Kitchener	143.1	142.4	144.0	95.03	94.23	90.32
London	125.8	124.7	127.2	101.02	100.96	92.19
Niagara Falls	121.2	123.3	123.3	98.35	96.54	93.49
Oshawa	136.4	122.5	139.9	128.69	118.52	119.32
Peterborough	134.1	138.4	136.2	111.42	110.12	104.41
Sarnia	124.5	126.7	127.6	133.00	131.52	131.58
Sault Ste. Marie	118.5	123.9	127.4	119.88	119.58	114.38
Sudbury	113.9	114.3	101.2	123.31	123.55	110.26
St. Catharines	147.1	141.7	146.2	115.21	113.03	105.66
Timmins	82.0	85.3	98.6	95.24	94.06	103.63
Toronto	127.6	127.4	125.9	108.10	108.04	102.39
Welland	107.0	113.5	115.4	120.86	122.43	116.33
Windsor	150.3	155.4	155.6	121.08	121.18	114.87
Winnipeg	119.2	119.6	115.8	88.53	87.94	82.52
Regina	123.1	124.8	121.5	93.63	93.81	89.15
Saskatoon	152.7	149.0	132.7	93.34	93.67	82.30
Calgary	140.0	140.2	131.7	104.10	103.26	95.56
Edmonton	133.6	134.1	128.5	97.60	96.85	91.08
Vancouver	130.1	131.3	126.3	111.00	110.11	104.30
Victoria	128.6	129.6	125.5	98.31	98.66	90.43

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

ABLE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing			Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Service (Commercial Sector)‡	Total Specified Industries
			Total	Non-durables	Durables						
					(in thousands)						
ANADA											
Sept. 1967†	82.2	119.8	1,648.5	849.3	799.2	398.4	669.5	940.5	263.3	599.3	4,721.4
Aug. 1967*	84.8	123.8	1,668.5	861.8	806.7	410.3	678.8	937.9	266.0	616.6	4,786.7
Sept. 1966	84.4	117.4	1,665.2	855.5	809.8	414.8	664.8	919.9	246.4	558.5	4,671.4
WFOUNDLAND											
Sept. 1967†	3.4	5.6	13.0	10.7	2.3	11.5	17.6	16.5	1.8	6.7	76.1
Aug. 1967*	3.5	5.9	14.0	11.8	2.2	11.7	17.2	16.7	1.8	6.9	77.7
Sept. 1966	4.8	6.0	13.2	10.9	2.3	12.6	16.9	16.4	1.6	6.7	78.0
NCE EDWARD ISLAND											
Sept. 1967†	0.2	0.1	2.9	2.3	0.5	2.2	2.9	3.7	0.6	2.0	14.4
Aug. 1967*	0.2	0.1	3.2	2.6	0.6	2.2	2.9	3.8	0.6	2.4	15.3
Sept. 1966	0.1	0.1	2.8	2.3	0.5	2.1	3.1	3.8	0.6	1.8	14.5
VA SCOTIA											
Sept. 1967†	2.5	7.3	34.7	18.5	16.1	13.7	21.8	28.8	6.3	13.8	128.7
Aug. 1967*	2.6	7.4	34.8	18.8	16.0	13.8	22.3	28.7	6.4	14.8	130.9
Sept. 1966	2.8	7.6	34.5	17.7	16.8	14.4	22.5	27.9	5.8	13.3	128.8
W BRUNSWICK											
Sept. 1967†	10.4	2.8	29.2	18.6	10.5	11.6	22.2	23.1	4.2	11.2	114.6
Aug. 1967*	11.2	2.9	29.7	19.2	10.4	12.3	24.1	23.1	4.3	11.2	118.7
Sept. 1966	9.3	2.8	26.9	17.7	9.1	11.1	22.5	22.2	4.1	10.3	109.2
EBEC											
Sept. 1967†	29.9	26.7	508.9	314.6	194.3	94.6	181.2	239.3	74.4	165.7	1,320.9
Aug. 1967*	30.6	27.8	516.2	319.3	196.9	98.1	182.4	240.0	74.9	168.7	1,338.6
Sept. 1966	29.1	27.0	517.5	319.3	198.1	112.5	180.8	235.0	70.1	147.1	1,319.2
TARIO											
Sept. 1967†	13.0	35.0	817.8	368.6	449.1	146.7	216.9	368.0	115.0	232.8	1,945.1
Aug. 1967*	13.6	36.1	821.9	370.1	451.7	150.5	218.2	366.1	116.1	240.7	1,963.1
Sept. 1966	13.2	33.3	829.1	371.1	458.0	151.2	218.5	359.5	106.3	221.8	1,933.0
NITOBA											
Sept. 1967†	0.9	6.5	47.5	27.6	19.9	17.8	48.2	52.1	12.3	29.2	214.4
Aug. 1967*	1.0	6.4	48.1	27.8	20.3	18.5	49.5	51.5	12.4	29.1	216.5
Sept. 1966	1.6	5.5	46.5	27.8	18.7	16.2	47.0	51.0	12.0	27.9	207.7
KATCHEWAN											
Sept. 1967†	0.2	5.3	15.8	10.0	5.8	17.4	27.6	38.3	8.2	18.0	130.8
Aug. 1967*	0.2	5.4	16.1	10.3	5.8	18.2	28.6	37.8	8.5	18.5	133.3
Sept. 1966	0.2	5.1	15.4	10.0	5.4	17.1	27.4	37.3	7.9	16.7	127.2
ERTA											
Sept. 1967†	1.9	18.8	52.0	26.4	25.6	41.7	51.5	74.9	15.8	48.6	305.1
Aug. 1967*	4.1	19.3	53.0	26.9	26.1	42.8	52.8	74.5	16.0	50.2	312.8
Sept. 1966	2.3	17.9	50.7	26.5	24.2	38.2	50.2	73.2	14.5	44.8	291.7
TISH COLUMBIA											
Sept. 1967†	19.7	9.9	126.8	51.9	75.0	40.5	78.1	95.5	24.9	70.2	465.7
Aug. 1967*	17.8	10.5	131.7	54.9	76.8	41.7	79.1	95.4	25.0	73.0	474.1
Sept. 1966	21.1	10.0	128.7	52.2	76.5	38.5	74.3	93.1	23.4	67.3	456.5

*Revised. †Preliminary. ‡Includes health services (except hospitals); motion picture and recreational services to business management; onal services (except domestic and miscellaneous services).

BASIS: 1960 Standard Industrial Classification. Estimates may not add to totals due to rounding; Yukon and NWT included in Canada total only.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	*Employment Index Numbers**			*Average Weekly Wages and Salaries**		
	Sept. 1967	*Aug. 1967*	*Sept. 1966*	*Sept. 1967*	*Aug. 1967*	*Sept. 1966*
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	110.0	113.5	107.6	130.42	128.62	121.10
Metals	105.0	108.4	103.1	130.30	129.12	121.45
Mineral fuels	103.1	105.9	100.5	138.68	135.07	126.26
Non-metals except fuels	119.7	124.2	115.4	118.40	116.21	110.11
Quarries and sand pits	131.8	132.2	137.5	114.51	113.94	109.56
Services incidental to mining	137.7	143.6	132.6	136.95	134.80	127.86
MANUFACTURING	125.3	126.7	126.8	108.28	106.73	101.78
Durable goods	134.9	136.0	137.2	116.66	114.79	110.39
Non-durable goods	117.6	119.3	118.4	100.56	99.33	93.69
Food and beverages	121.1	125.2	119.7	93.82	92.16	85.69
Foods	122.0	125.8	120.8	90.67	88.99	82.66
Beverages	115.1	120.9	112.6	114.58	112.65	105.88
Tobacco processing and products	95.1	96.9	91.5	111.34	112.22	105.89
Rubber products	125.5	123.9	122.9	111.05	109.32	105.90
Leather products	97.8	99.2	105.3	71.89	71.52	67.88
Textile products	118.9	119.4	120.9	89.64	88.29	83.85
Knitting mills	111.7	111.6	116.7	69.56	68.29	65.06
Clothing	109.9	111.7	117.2	67.05	66.78	63.01
Wood products	112.3	114.1	114.4	97.93	95.86	90.63
Furniture and fixtures	131.4	130.8	135.6	89.99	89.06	84.43
Paper and allied industries	119.9	121.5	120.5	128.30	126.86	120.69
Printing, publishing and allied industries	114.9	114.2	111.8	114.02	113.31	108.66
Primary metal industries	123.7	126.7	128.4	129.90	129.03	122.26
Metal fabricating industries	134.0	135.4	138.2	113.68	112.26	109.62
Machinery, except electrical	146.1	147.6	148.0	121.80	122.01	116.64
Transportation equipment	153.0	150.5	151.2	128.90	125.21	121.06
Electrical products	146.6	147.9	146.9	109.96	107.66	104.78
Non-metallic mineral products	121.3	124.2	127.4	115.45	113.91	109.16
Petroleum and coal products	103.8	106.8	101.5	158.45	156.00	150.28
Chemicals and chemical products	117.7	118.8	118.1	122.45	121.42	116.33
Miscellaneous manufacturing industries	136.3	136.1	137.5	94.05	93.28	87.64
CONSTRUCTION	133.2	135.4	147.6	135.74	135.13	126.49
Building	132.8	135.1	141.5	131.50	129.89	121.07
Engineering	133.8	135.9	159.4	143.03	144.18	135.80
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	113.8	115.9	110.4	115.02	113.52	106.52
Transportation	111.2	113.6	106.5	114.08	112.70	106.84
Storage	112.8	118.2	117.0	98.97	98.14	92.75
Communication	119.6	120.7	118.2	110.22	108.68	99.43
TRADE	126.2	124.4	122.9	82.09	82.23	77.35
Wholesale trade	123.1	123.5	119.6	102.03	100.83	96.17
Retail trade	128.0	124.9	124.7	71.40	71.98	67.12
FINANCE, INSURANCE AND REAL ESTATE	127.1	128.1	121.5	100.07	99.83	93.70
Financial institutions	129.2	130.2	125.2	97.07	96.26	91.26
Insurance and real estate	124.2	125.3	116.4	104.25	104.81	97.40
SERVICE	161.0	163.9	145.5	76.60	76.41	70.58
Recreational services	141.5	148.3	134.3	67.26	67.69	60.06
Business services	172.2	174.0	163.9	114.89	114.63	108.26
Personal services	148.7	150.5	137.1	56.20	56.14	53.42
Miscellaneous services	200.2	206.2	157.4	88.69	88.01	76.08
INDUSTRIAL COMPOSITE	125.7	127.0	124.7	104.73	103.66	98.36

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

ABLE C-5—Hours and Earnings, Hourly-Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Sept. 1967	Aug. 1967	Sept. 1966	Sept. 1967	Aug. 1967	Sept. 1966	Sept. 1967	Aug. 1967	Sept. 1966
				$	$	$	$	$	$
INING, INCLUDING MILLING	41.8	41.7	42.5	2.88	2.85	2.64	120.38	118.71	112.28
Metals	40.8	41.1	41.4	3.04	2.99	2.78	123.90	122.92	115.00
Mineral fuels	44.0	41.7	43.9	2.42	2.42	2.27	106.31	100.76	99.61
Non-metals, except fuels	42.1	41.4	42.1	2.66	2.65	2.49	112.14	109.80	104.92
Quarries and sand pits	50.2	49.7	51.6	2.25	2.26	2.10	113.00	112.47	108.24
Services incidental to mining	41.5	41.5	43.4	3.14	3.11	2.86	130.40	129.21	124.03
ANUFACTURING	40.9	40.5	41.2	2.42	2.40	2.37	99.09	97.43	93.65
Durable goods	41.4	40.9	41.8	2.62	2.60	2.47	108.56	106.36	103.41
Non-durable goods	40.4	40.1	40.6	2.23	2.21	2.07	89.87	88.78	84.02
Food and beverages	40.5	40.3	40.5	2.08	2.07	1.89	84.36	83.22	76.75
Foods	40.5	40.2	40.5	2.02	2.01	1.83	81.85	80.67	74.11
Beverages	40.6	40.7	40.9	2.60	2.58	2.42	105.73	104.89	99.17
Tobacco processing and products	36.9	37.5	38.0	2.74	2.72	2.58	100.87	101.91	98.13
Rubber products	41.7	41.1	42.6	2.50	2.47	2.36	104.10	101.67	100.60
Leather products	39.4	39.6	39.8	1.66	1.65	1.56	65.66	65.41	62.24
Textile products	41.8	41.5	42.0	1.90	1.88	1.78	79.47	78.01	74.54
Miscellaneous textiles	41.6	40.8	40.4	1.86	1.82	1.64	77.50	74.36	66.11
Knitting mills	41.6	41.0	41.4	1.49	1.48	1.39	61.82	60.84	57.77
Clothing	37.3	37.3	37.5	1.63	1.63	1.52	60.58	60.63	57.11
Wood products	40.4	40.0	40.4	2.32	2.29	2.14	93.67	91.45	86.56
Furniture and fixtures	42.9	42.7	43.1	1.95	1.94	1.83	83.66	82.65	79.03
Paper and allied industries	41.8	41.4	42.2	2.90	2.89	2.70	121.15	119.52	114.18
Pulp and Paper mills	41.7	41.1	42.1	3.16	3.15	2.96	131.89	129.68	124.70
Printing, publishing and allied industries	38.9	38.6	39.4	2.90	2.89	2.76	112.57	111.73	109.01
Primary metal industries	40.5	40.1	40.9	3.00	3.00	2.84	121.33	120.39	116.12
Iron and steel mills	39.6	39.6	40.0	3.16	3.17	2.98	125.23	125.49	119.06
Metal fabricating industries	41.7	41.4	42.7	2.57	2.55	2.45	106.95	105.51	104.70
Machinery, except electrical	41.3	41.5	42.7	2.73	2.73	2.57	112.80	113.49	109.66
Transportation equipment	42.2	41.2	41.7	2.88	2.83	2.72	121.52	116.84	113.34
Aircraft and parts	43.2	41.7	42.9	2.87	2.82	2.69	123.99	117.85	115.49
Motor vehicles	42.2	41.4	41.6	2.97	2.91	2.81	125.21	120.21	116.86
Assembling	43.1	41.1	42.4	3.17	3.11	3.02	136.53	127.81	128.13
Parts and accessories	41.5	41.7	41.1	2.85	2.83	2.67	118.25	118.13	109.49
Shipbuilding and repairing	40.8	40.3	40.3	2.77	2.76	2.57	113.26	111.37	103.41
Electrical products	40.4	39.8	41.2	2.38	2.35	2.25	96.06	93.53	92.81
Communications equipment	39.3	38.9	39.7	2.30	2.28	2.14	90.59	88.58	84.90
Non-metallic mineral products	43.4	43.0	43.8	2.53	2.51	2.37	109.85	107.80	103.58
Petroleum and coal products	43.0	42.7	42.8	3.42	3.38	3.27	147.11	144.49	140.11
Chemical and chemical products	40.6	40.4	41.0	2.64	2.61	2.48	106.87	105.47	101.83
Miscellaneous manufacturing industries	40.8	40.8	41.3	1.97	1.96	1.82	80.39	79.68	75.24
NSTRUCTION	43.2	43.5	44.2	3.11	3.09	2.84	134.56	134.07	125.24
Building	40.6	40.7	41.2	3.20	3.15	2.89	129.83	128.17	119.40
General contractors	40.5	40.7	40.9	3.05	2.99	2.78	123.52	121.75	113.62
Special trade contractors	40.7	40.7	41.6	3.33	3.29	3.00	135.51	133.99	124.71
Engineering	47.5	48.1	49.1	3.00	2.99	2.75	142.55	144.08	135.25
Highways, bridges and streets	48.5	50.0	50.2	2.48	2.45	2.30	120.14	122.58	115.62
Other engineering	46.5	46.1	48.1	3.59	3.64	3.17	167.07	167.59	152.68
HER INDUSTRIES									
Urban transit	42.6	44.3	43.3	2.80	2.90	2.74	119.06	128.55	118.89
Highway and bridge maintenance	40.5	39.9	41.0	2.22	2.20	2.01	90.18	87.69	82.43
Laundries, cleaners and pressers	39.7	39.4	39.4	1.42	1.41	1.33	56.42	55.60	52.29
Hotels, restaurants and taverns	34.3	35.3	34.8	1.41	1.39	1.33	48.44	48.91	46.23

Latest figures subject to revision.

SOURCE: *Man Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-6—Earnings and Hours of Hourly-Rated Wage Earners in Manufacturing

Period	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961=100)	
				Current Dollars	1961 Dollars
		$	$		
Monthly Average					
1962	40.7	1.88	76.75	103.1	101.9
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.95	123.1	110.2
Last Pay Period in					
1965—September	41.2	2.27	93.65	125.8	111.8
October	41.2	2.29	94.49	126.9	112.7
November	41.0	2.31	94.43	126.8	112.3
December	38.5	2.31	89.24	119.9	106.1
1967—January	40.1	2.34	93.26	125.3	110.8
February	40.2	2.35	94.23	126.6	111.6
March	40.1	2.37	95.02	127.6	111.6
April	40.5	2.38	96.50	129.6	113.1
May	40.3	2.38	96.06	129.0	112.0
June	40.6	2.39	97.13	130.5	112.2
July	40.2	2.40	96.45	129.6	110.9
August*	40.5	2.40	97.43	130.9	112.2
September †	40.9	2.42	99.09	133.1	114.3

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars [by th Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Sept. 1967	Aug. 1967	Sept. 1966	Sept. 1967	Aug. 1967	Sept. 1966
				$	$	$
Newfoundland	41.1	39.4	40.0	2.00	1.94	1.92
Nova Scotia	40.2	39.8	40.3	1.93	1.90	1.86
New Brunswick	41.0	40.7	41.7	2.00	1.98	1.84
Quebec	41.7	41.4	42.3	2.19	2.17	2.05
Ontario	41.0	40.6	41.2	2.54	2.52	2.39
Manitoba	39.7	39.4	40.5	2.17	2.16	1.97
Saskatchewan	40.1	39.4	40.3	2.49	2.47	2.30
Alberta	40.2	39.7	40.4	2.49	2.45	2.28
British Columbia	37.7	37.3	37.7	3.04	3.00	2.83

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid unde insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS. Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

D—Manpower Division

The reorganization of manpower activities under the Department of Manpower and Immigration has led to a number of administrative changes which have, in turn, altered the significance of D-Table statistics about employment placements and unfilled job vacancies.

The result is that valid comparisons with previous periods are not possible on the basis of these statistics. Accordingly, their publication is being suspended.

New statistical series are being developed to give more significant information about persons using the services of Canada Manpower Centres.

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance, Pensions and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act* (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 25, January issue.

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total**	*Employed*	*Claimants*
67—September	4,616,000	4,405,100	210,900
August	4,832,000	4,604,900	227,100
July	4,803,000	4,556,700	246,300
June	4,751,000	4,508,200	242,800
May	4,684,000	4,402,900	281,100
April	4,763,000	4,270,700	492,300
March	4,769,000	4,225,200	543,800
February	4,697,000	4,145,200	551,800
January	4,700,000	4,168,100	531,900
66—December	4,641,000	4,217,600	423,400
November	4,606,000	4,339,700	266,300
October	4,538,000	4,353,700	184,300
September	4,535,000	4,370,100	164,900

*Commencing March 31, 1967, agricultural workers are included, coverage was extended to certain workers in this industry April 1, 1967.

TABLE E-4—Benefit Payments, by Province, October 1967

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	16,083	390,873
Prince Edward Island	2,115	47,494
Nova Scotia	23,782	560,574
New Brunswick	21,854	509,933
Quebec	214,061	5,380,595
Ontario	229,978	5,752,600
Manitoba	15,694	365,369
Saskatchewan	10,157	234,124
Alberta	20,384	491,160
British Columbia, Yukon Territory	69,194	1,761,136
Total, Canada, October 1967	623,302	15,493,858
Total, Canada, September 1967	640,507	15,771,588
Total, Canada, October 1966	517,852	12,336,003

* Represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-3—Initial and Renewal Claims for Benefit, by Province

Province	*Claims Filed at Local Offices*			*Disposal of Claims and Claims Pending at the End of the Month*			
	Total	*Initial*	*Renewal*	*Total Disposal of*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	2,743	1,886	857	2,325	1,488	837	1,048
Prince Edward Island	255	187	68	180	108	72	129
Nova Scotia	3,631	2,439	1,192	3,169	2,133	1,036	1,274
New Brunswick	3,441	2,251	1,190	2,989	2,001	988	1,215
Quebec	37,172	23,822	13,350	33,125	22,863	10,262	12,975
Ontario	41,444	30,409	11,035	37,883	23,202	14,681	14,025
Manitoba	2,851	2,159	692	2,408	1,543	865	932
Saskatchewan	1,812	1,440	372	1,536	894	642	671
Alberta	4,241	3,272	969	3,631	2,256	1,375	1,359
British Columbia, Yukon Territory	17,305	11,529	5,776	15,692	10,197	5,495	5,200
Total, Canada, October 1967	114,895*	79,394	35,501	102,938†	66,685	36,253	38,828
Total, Canada, September 1967	82,722	56,458	26,264	84,764	55,552	29,212	26,871
Total, Canada, October 1966	86,164	60,133	26,031	77,335	51,121	26,214	32,258

*In addition, revised claims received numbered 26,611.

†In addition, 26,051 revised claims were disposed of. Of these, 2,887 were special requests not granted and 1,265 were appeals by claimants. There were 6,223 revised claims pending at the end of the month.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at October 31,1966

Province and sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	September 30 1967	October 31 1966
CANADA	242,454	120,119	56,375	40,276	25,684	210,863	184,302
Male	148,210	83,375	32,495	19,407	12,933	123,320	107,716
Female	94,244	36,744	23,880	20,869	12,751	87,543	76,586
NEWFOUNDLAND	6,625	3,203	1,740	1,092	590	5,561	6,645
Male	4,992	2,631	1,261	702	398	4,028	5,200
Female	1,633	572	479	390	192	1,533	1,445
PRINCE EDWARD ISLAND	701	196	223	199	83	664	695
Male	341	139	108	63	31	339	407
Female	360	57	115	136	52	325	288
NOVA SCOTIA	8,875	3,839	1,959	1,669	1,408	8,323	9,427
Male	6,166	2,875	1,314	1,078	899	5,612	6,598
Female	2,709	964	645	591	509	2,711	2,829
NEW BRUNSWICK	7,651	3,420	1,768	1,375	1,088	6,853	9,339
Male	4,768	2,178	1,027	848	715	4,403	6,334
Female	2,883	1,242	741	527	373	2,450	3,005
QUEBEC	80,389	38,780	20,442	13,515	7,652	70,328	58,506
Male	52,576	28,161	13,004	7,344	4,067	44,696	35,228
Female	27,813	10,619	7,438	6,171	3,585	25,632	23,278
ONTARIO	87,637	43,434	19,322	15,086	9,795	78,456	56,201
Male	49,103	28,351	9,993	6,340	4,419	42,264	28,054
Female	38,534	15,083	9,329	8,746	5,376	36,192	28,147
MANITOBA	6,369	2,996	1,420	1,100	853	5,625	5,094
Male	3,296	1,814	680	466	336	2,591	2,481
Female	3,073	1,182	740	634	517	3,034	2,613
SASKATCHEWAN	3,993	1,924	876	707	486	3,131	3,244
Male	1,924	1,203	343	174	204	1,276	1,436
Female	2,069	721	533	533	282	1,855	1,808
ALBERTA	8,134	4,225	1,595	1,353	961	6,582	6,970
Male	4,293	2,690	589	526	488	3,013	3,274
Female	3,841	1,535	1,006	827	473	3,569	3,696
BRITISH COLUMBIA, YUKON TERRITORY	32,080	18,102	7,030	4,181	2,767	25,340	28,181
Male	20,751	13,333	4,176	1,867	1,375	15,098	18,704
Female	11,329	4,769	2,854	2,314	1,392	10,242	9,477

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

BLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(*1949*=100)				
52—Year	130.7	126.2	134.8	113.5	140.4	158.3	147.3	117.8
53—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
54—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
55—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
56—Year	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
56—December	145.9	144.7	147.2	129.7	152.6	184.5	161.5	126.5
57—January	146.0	144.9	147.6	128.6	153.0	184.9	161.9	126.5
February	146.1	144.1	147.7	129.1	155.0	185.1	163.6	126.8
March	146.5	143.3	148.4	130.8	155.6	185.2	163.7	127.5
April	147.8	144.0	150.1	131.9	157.0	190.0	164.2	127.7
May	148.1	143.7	150.5	131.9	157.2	191.0	166.6	127.9
June	148.8	144.8	151.2	132.5	158.2	190.7	167.1	128.1
July	150.2	148.5	151.9	132.5	158.3	191.5	167.8	128.1
August	150.9	151.2	152.2	132.3	158.0	191.9	167.9	128.6
September	150.7	148.5	152.6	134.7	158.4	191.4	168.7	128.6
October	150.5	147.8	153.1	133.7	157.9	193.2	169.4	128.6
November	151.0	148.0	153.4	134.5	157.9	193.8	170.5	128.7
December	151.8	148.6	153.8	134.7	159.6	193.8	169.7	133.0

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

BLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of December 1967

	All-Items									
	Dec. 1967	*Nov. 1967*	*Dec. 1966*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
						(1949=100)				
John's, Nfld.*	131.1	130.8	127.2	125.9	122.9	130.1	126.8	191.2	154.7	125.5
ifax	143.4	143.0	139.2	141.6	140.6	142.6	144.8	189.2	191.0	134.7
nt John	146.6	145.7	141.8	144.4	140.0	144.3	156.8	214.7	175.5	134.6
ntreal	150.1	149.6	143.9	153.8	145.6	126.6	184.1	199.0	171.2	137.4
awa	150.1	149.6	144.7	150.4	144.9	140.2	169.8	206.1	165.4	139.8
onto	153.3	152.5	148.3	146.4	154.8	142.3	160.0	191.3	210.9	136.0
nipeg	147.7	147.2	140.5	146.5	136.4	147.3	153.5	209.5	166.3	150.8
katoon-Regina	142.4	141.5	137.3	146.1	134.9	146.5	145.2	166.8	165.0	135.9
nonton-Calgary	143.1	142.1	136.5	139.8	137.9	144.2	147.8	197.1	161.6	131.5
couver	146.7	145.1	139.9	144.7	146.9	136.8	156.5	178.9	163.7	135.1

*St. John's index on the base June 1951=100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as een cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike locked out, whether or not they all belonged to the uni directly involved in the disputes leading to the work stoppag Workers indirectly affected, such as those laid off as a res of a work stoppage, are not included. For further notes on t series, see page 67, January issue.

TABLE G-1—Strikes and Lockouts, 1962-67

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year: Strikes and Lockouts	Workers Involved	Duration in Man-Days: Man-Days	Per cent of Estimated Working Tim
1962	290	311	74,332	1,417,900	0.11
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
*1966	582	617	411,459	5,178,170	0.34
*1966—December	22	59	12,602	153,310	0.12
*1967—January	37	63	27,358	235,040	0.19
February	35	67	87,149	489,600	0.41
March	39	63	16,914	90,360	0.07
April	48	75	17,579	151,690	0.13
May	52	97	53,291	480,050	0.35
June	40	102	54,035	693,100	0.50
July	36	104	35,489	310,430	0.24
August	38	100	30,526	415,700	0.29
September	31	92	34,282	449,550	0.36
October	21	70	24,725	326,850	0.25
November	18	70	19,148	251,460	0.18
December	11	55	9,436	151,230	0.13

*Preliminary.

TABLE G-2—Strikes and Lockouts, December 1967 by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	210	3,990
Mines	—	—	—
Manufacturing	33	8,074	129,900
Construction	6	419	4,910
Transportation and utilities	5	276	3,880
Trade	8	446	8,310
Finance	—	—	—
Service	2	11	240
Public administration	—	—	—
ALL INDUSTRIES	55	9,436	151,230

TABLE G-3—Strikes and Lockouts, December 1967 b Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	2	276	4,490
Prince Edward Island	1	61	210
Nova Scotia	—	—	—
New Brunswick	3	280	5,320
Quebec	9	1,454	27,180
Ontario	25	1,887	24,880
Manitoba	—	—	—
Saskatchewan	1	62	60
Alberta	3	272	3,250
British Columbia	9	5,104	85,610
Federal	2	40	230
ALL JURISDICTIONS	55	9,436	151,230

BLE G-4—Strikes and Lockouts Involving 100 or More Workers December 1967 (Preliminary)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *December*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Result*
RESTRY						
olumbia Cellulose, elgar Woods Div., lakusp, B.C.	Woodworkers Locs. 1-405 & 1-417 (AFL-CIO/CLC)	210	3,990	14,910	Sept. 19 —	Wages—
NUFACTURING						
d and Beverages						
ishery Products Ltd., urin, Nfld.	CLC-chartered local	250	4,000	4,000	Dec. 5 —	Wages—
tiles						
pinrite Yarns & yers Ltd., istowel, Ont.	Textile Workers' Union (AFL-CIO/CLC)	158	3,000	45,380	Nov. 21 1966	Wages, union security, bonding of employees—
od						
everal lumber companies, arious locations, ritish Columbia.	Woodworkers various locals (AFL-CIO/CLC)	3,668	69,690	250,700	Oct. 4 —	Wages—
es Industries Baribeau, évis, Que.	Building and Woodworkers' Federation (CNTU)	203	3,860	10,160	Oct. 19 —	Wages, hours, job evaluation—
er						
olumbia Cellulose, Celgar Lumber Div. & Celgar Pulp Div., astlegar, B.C.	Woodworkers Loc. 1-405 (AFL-CIO/CLC) Pulp and Paper Workers Loc. 1 (Ind.)	434	9,060	31,740	Sept. 18 —	Wages—
ting and Publishing						
he Star, Telegram and Globe & Mail, oronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	349	6,630	364,680	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—
acific Press Ltd., ancouver, B.C.	Newspaper Guild (AFL-CIO/CLC)	700	1,500	1,500	Dec. 8 Dec. 11	Wages—16% wage increase.
al Fabricating						
olumbus McKinnon Ltd., . Catharines, Ont.	Auto Workers Loc. 199 (AFL-CIO/CLC)	230	4,370	10,910	Oct. 23 —	Delayed negotiations in a new contract—
nkins Bros., achine, Que.	Machinists Loc. 631 (AFL-CIO/CLC)	407	7,730	9,360	Nov. 25 —	Wages—
hinery						
ffreys Mfg. Ltd., ontreal, Que.	Auto Workers Loc. 1376 (AFL-CIO/CLC)	150	1,500	10,050	Sept. 12 Dec. 15	Wages, union security, bargaining unit, seniority, vacations—52¢ an hr. increase over a 3-yr. period.
sportation Equipment						
ord Motor Company, akville, Ont.	Auto Workers Loc. 707 (AFL-CIO/CLC)	345	350	350	Dec. 8 Dec. 11	Alleged grievance—Return of workers.
rical Products						
eetwood Corporation, own of Mount Royal, Que.	Machinists Loc. 2146 (AFL-CIO/CLC)	325	6,500	9,100	Nov. 21 Dec. 30	Wages—20¢ an hr. increase over a 2-yr. contract.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers December 1967 (Preliminary) (Concluded)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *December*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Result*
CONSTRUCTION						
Alberta Insulators Contractors Association, Province-wide, Alberta	Asbestos Workers Loc. 110 (AFL-CIO/CLC)	240	2,640	5,520	Nov. 15 Dec. 18	Wages—Wage increase 30¢ an h immediately, 25¢ Apr. 1, 196 30¢ Apr. 1, 1969, 35¢ Apr. 1, 197 1.2% increase in statutory holida pay from Apr. 1, 1969.
TRADE						
Several automobile dealers, Saint John, N.B.	Machinists Loc. 2253 (AFL-CIO/CLC)	157	2,980	24,520	May 29 —	Union recognition—
Various automobile dealers, Quebec and area, Que.	CNTU	150	3,130	6,380	Nov. 1 —	Wages, hours in first agreement-